



**Jim Foulks  
get CAUT's  
top honor**

Derek Oliver

## Président de l'ACPU alarmé par coupures

par Donald C. Savage  
OTTAWA — Le ministre des Finances Michael Wilson espère rogner deux milliards sur les paiements de transfert aux provinces d'ici 1990, ce qui est une attaque indirecte contre les programmes sociaux que le Premier ministre Mulroney a dit constituer un "dépôt sacré" durant la campagne électorale de 1984.

M. Wilson a dit dans son budget du 23 mai qu'il ferait honneur à l'engagement qu'il avait pris envers les ministres provinciaux de maintenir les transferts à leur niveau actuel en 1985-86 et d'appliquer le même facteur de progression. Il veut, cependant, limiter dans l'avenir les augmentations à environ 5 pour cent

afin d'économiser en tout deux milliards d'ici 1990. Il n'a pas fait de différence entre les divers programmes de transferts qui comprennent l'enseignement postsecondaire, la santé, la péroration et le bien-être social.

Si le ministre les effectue, ces changements vont se répercuter de façon disproportionnée sur les provinces les plus pauvres: par exemple, le citoyen moyen au Nouveau-Brunswick dépend trois fois plus des programmes fédéraux que le Canadien moyen. En outre, la règle du 5 pour cent ressemble étrangement au programme du 6-et-5 des Libéraux que les Conservateurs, lorsqu'ils étaient dans l'opposition, ont vigoureusement attaqué quand les Libéraux l'ont appliqué au

Voire BUDGET/19

## Council okays policy on retirement; sets course for a challenging year

by Donald C. Savage  
Executive Secretary/CAUT

Mandatory retirement, the status of women, federal/provincial financing of universities, and the crisis in British Columbia dominated the political agenda of the CAUT Council this year. A hundred delegates and alternates from faculty associations across the country (and 20 observers) met for three days in Ottawa in May.

They elected Prof. E.O. Anderson of the University of Manitoba President, and created the new post of Chair of Council — or speaker — with Prof. Gordon Fearn of the University of Alberta to chair the 1986 Council as the first incumbent. Other executive members are Prof. Al Sharp (New Brunswick), Vice-President (External); Robert Kerr (Windsor), Vice-President (Internal); John Evans (Memorial), Treasurer; and Sarah Shorten (Western Ontario), Past President and Chair of the Elections and Resolutions Committee.

Ken Swan, one of Ontario's leading arbitrators and a former member of the Faculty of Law at Queen's University, addressed the Council on the likely effect of the Charter of Rights on the universities. Prof. Denis Smith, Dean of Social Sciences at the University of Western Ontario, spoke on the recently adopted policy

at his university of incentive hiring of women academics. The Council gave the Milner Award for distinguished service to the cause of academic freedom to Prof. Jim Foulks of the University of British Columbia.

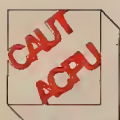
Flexible retirement  
There were a variety of

political issues facing the Council. One of the most contentious was the question of mandatory retirement. On the recommendation of the Academic Freedom and Tenure Committee and of the Collective Bargaining Committee, CAUT reaffirmed its 1979 position in favor of flexible retirement arrangements.

The Council called for a system which would effectively allow voluntary early retirement and reduced workload options, allow those who wish to retire at 65 with full pension benefits to do so, and permit individuals to continue beyond age 65 on the same contractual basis as other faculty members. The motion on the principle carried with two dissenting votes.

The Council then adopted an interim guideline recommended by the Academic Freedom and Tenure Committee to assist in the implementation of the policy. The hope was expressed that universities

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## Exigency axe cuts UBC jobs

VANCOUVER — The exigency axe has fallen at UBC with the Senate's approval of administration recommendations on program cuts that will make 100 faculty positions redundant. The only program on the hit-list that was spared by the Senate was the Bachelor of Landscape Architecture. A Faculty Association spokesman said it would likely be the end of June before the net loss of jobs will be known. Some of the eliminated positions had been vacant, and interdepartmental transfers and normal attrition will affect the actual number of layoffs. The administration moved unilaterally after the failure of negotiations with the Faculty Association on the handling of layoffs in a financial exigency situation. A report on the months-long negotiations is on page 3.

## Bulletin grows to 10 issues

OTTAWA — CAUT will publish 10 issues of The Bulletin next year. There will be an edition dated the first of the month September through June. There are currently seven issues September-June. Advertising rates will not be affected. Annual subscription rates will increase to \$20 in Canada, \$25 in the United States, and \$30 in other countries.

CAUT's decision to increase frequency is designed to strengthen The Bulletin as a source of news and information for its 27,000 members. Plans also call for an increase of the percentage of content in French.

## CAUT President alarmed by federal budget cuts

by Donald C. Savage  
OTTAWA — Finance Minister Michael Wilson hopes to shave \$2 billion from transfer payments to the provinces by 1990, which would constitute an indirect attack on the social programs which Prime Minister Mulroney held to be a "sacred trust" during the 1984 election campaign.

Wilson said in his May 23 budget that he would honor his commitment to the provincial ministers to maintain the transfers in 1985/86 at their

current level, with the same escalator. However, he wants to hold increases in the future to about 5 percent for a total savings by 1990 of \$2 billion. He did not differentiate between the various transfer programs which include postsecondary education, health, equalization, and welfare.

If the Minister goes ahead with these changes, they would disproportionately affect the poorest provinces: For instance, in New Brunswick the average citizen is three times more dependent on the federal programs than the

See BUDGET/18

## CAUT autopsy on death of the Atlantic Institute

CAUT Council has condemned the Nova Scotia government's unilateral and sudden closure of the Atlantic Institute of Education, and expressed its "regret" that the Maritime Provinces Higher Education Commission (MPHEC) failed to speak out against "this threat to academic autonomy."

An original motion proposed by Dalhousie and Nova Scotia Confederation of University Faculty Associations was deferred. It included more pointed criticism of MPHEC. The motion that was approved was proposed by Dalhousie and UPEI representatives.

### Inquiry Report

The May Council meeting also adopted the report of the CAUT Committee of In-

quiry into the AIE closure. The inquiry, authorized by the CAUT Board in October 1982, was carried out by Dr. Robert S. Rodger of Dalhousie, and Dr. Marie-Andrée Bertrand of Université de Montréal.

The Rodger-Bertrand report concluded that "The sudden closure of the AIE (on Aug. 20, 1982) was clearly a decision by the government of Nova Scotia which was based on financial rather than academic considerations."

"It seems clear...that the precipitate closing of the AIE was hasty and ill-advised. (The provincial) Cabinet should have realized that such action would do more harm than good. This should have been pointed

See INSTITUTE/18

## Politiques de retraite approuvées par Conseil; et les défis pour l'année

par Donald C. Savage  
Secrétaire général/ACPU

La retraite obligatoire, la condition féminine, le financement fédéral-provincial des universités et la crise en Colombie-Britannique ont dominé l'ordre du jour politique du Conseil de l'ACPU cette année. Cent délégués et suppléants et vingt observateurs venus des associations de professeurs de tout le pays ont siégé durant trois jours à Ottawa en mai pour se pencher sur ces questions et d'autres intéressant la conduite des affaires de l'ACPU.

Ils ont élu le Pr E.O. Anderson, de l'Université du Manitoba, comme Président de l'ACPU. Le Conseil a créé le nouveau poste de Président du Conseil et a élu le Pr Gordon Fearn, de l'Université d'Alberta, pour l'année de 1986. Les autres membres de l'Exécutif sont les Prs Al Sharp (Nouveau-Brunswick), Vice-Président (Affaires externes), Robert Kerr (Windsor), Vice-Président (Affaires internes), John Evans (Memorial), Trésorier, et Sarah Shorten (Western Ontario), Présidente précédente de l'ACPU et Présidente du Comité des élections et résolutions.

M. Ken Swan, un des principaux arbitres d'Ontario et ancien professeur à la Faculté de droit de l'Université Queen's, a examiné devant le Conseil la question de l'effet probable de la Charte des droits et libertés sur les universités. Le Pr Denis Smith, doyen des sciences sociales à l'Université de Western Ontario, a parlé de la politique de l'incitation à l'engagement de femmes professeurs récemment adoptée à son université.

Le Conseil a attribué le Prix Milner pour services distingués rendus à la cause de la liberté universitaire au Pr Jim Foulks, de l'Université de la Colombie-

Britannique.

### Retraite souple

Diverses questions politiques ont confronté le Conseil. Une des plus contentieuses était celle de la retraite obligatoire. Sur l'avis du Comité de la liberté universitaire et de la permanence de l'emploi et du Comité des négociations collectives, l'ACPU a réaffirmé sa position de 1979 en faveur de la retraite souple.

Le Conseil a préconisé un système qui offrirait le choix d'une retraite hâtive volontaire et celui d'une tâche réduite, qui permettrait à ceux qui veulent se retirer à 65 ans avec pleine pension de le faire et permettrait à des personnes

de demeurer au travail au-delà de 65 ans sur la même base contractuelle que d'autres professeurs. La motion tendant à l'adoption du principe a été approuvée, deux voix seulement étant contre.

Le Conseil a ensuite adopté une directive proposée par le Comité de la liberté universitaire et de la permanence de l'emploi et destinée à aider à la mise en application de la politique de l'ACPU en la

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# Long UBC negotiations fail on the issue of faculty security vs. administrative "flexibility"

**VANCOUVER** — Marathon negotiations on the handling of financial exigency and program redundancy at the University of British Columbia ground to a halt after more than 30 meetings between the Faculty Association and administration since last fall. The impasse came when administration negotiators backed away from their tentative agreement in several important areas, and rejected the Association's counter-proposals. The major sticking point involves tenure and academic freedom.

The four critical areas of negotiations were the order of layoff, appeal procedures, the definition of "unit" in redundancy, and outside hiring in redeployment situations.

Among the many basic and potentially divisive questions the negotiators faced were the balance between academic and economic benefits to faculty; the balance between inverse seniority and merit; the balance between the needs of the small, stable department and those of the large, expanding department.

These problems, were not insurmountable. The negotiations failed because agreement could not be reached on the balance an exigency document requires between the protections necessary for faculty and the "flexibility" needed by the administration.

## Order of layoff

The parties differed both on the order of layoff and the criteria for identifying "low performers." The administration proposed that low performers be identified as those whose performance is less than satisfactory, taking particular account of recent performance: "...a marginally less than satisfactory performance in either teaching or scholarly activity may be counterbalanced only by excellent performance in the other."

The Association would identify low performers as those whose "overall performance is sufficiently deficient as to be unsatisfactory" assessed "over an extended period of time appropriate to the rank and field in question." And "...it must be

shown that the deficiency in performance is serious enough to warrant termination of appointment."

The Association views the administration proposal as a second tenure review, thus drastically affecting academic freedom at the University. The Association's low-performers clause is intended to identify individuals who meet criteria comparable to, but a little weaker than those for dismissal for cause.

## Appeal procedures

Appeal procedures have been substantially improved over those in the 1984 document. The administration proposed that the panel which reviews terminations under the low-performers clause issue a binding decision, that the burden of proof be on the administration, that the appellant have the right to counsel, and the right to cross-examination. The proposals were in response to Association concerns about fundamental principles of natural justice. They represent important gains.

However, the administration proposed that the standard for review be that "the decision of the President is inconsistent with the evidence." In current appeals of tenure and promotion decisions under UBC Conditions of Appointment, the standard of review is whether "the decision (of the President) was unreasonable."

The Association proposed a different standard of proof: "...whether a reasonable person standing in the shoes of the President would probably have reached a different conclusion from the President." This establishes that the balance of probabilities acts here, as in dismissal cases, and puts the principle of natural justice into practice.

## Layoff "unit"

In redundancy and layoff, should specialists in interdisciplinary areas be treated according to their special ties or should the department be treated as a whole? In 1984, the administration agreed that the department must be treated as a unit.

This year, the administration pressed for the option of breaking up the departmental unit in both redundancy and layoff, in order to get at those faculty confined to "teaching a set of courses of instruction listed under a separate heading in the Courses of Instruction Section of the University Calendar."

The Association was concerned that this power could be abused to select particular individuals for termination; it proposed the "set of courses" unit for redundancy, but rejected it for layoff. The power to bypass the Senate on such matters was judged by the Association to constitute too great a threat to the tenure principle. The administration could still achieve its goal, but to do so would first have to convince Senate that the department should be split into two parts.

## Redeployment

In an exigency it may well be necessary to consolidate teaching functions. If new essential positions are created

as a result, how are the faculty to be selected to fill these positions?

The administration argued that the department should be free to define suitability for the new position "in accordance with the University's normal appointment procedures." Only if a laid-off member fit the resulting job description would that member have preference for the appointment. Thus, a department could hire outside applicants rather than redeploy a member from the discontinued department.

The Association insisted that outside hiring of this type be prohibited. Where the teaching function has been transferred from one department to another, the personnel must be transferred as well. To allow outside hiring in such a case could lead to serious abuse of the tenure system. It would be possible to use redundancy as a method for completely unfettered selection of the "desirable" members of the original department.

# Prof. James Foulks gets the Milner Award

Professor James Foulks of the University of British Columbia is the 1985 recipient of CAUT's highest honor — the Milner Memorial Award. The Award was presented May 8, during the national Council meeting in Ottawa.

The Award is in memory of James Milner, who was a past Chair of the CAUT Academic Freedom and Tenure Committee. Professor Milner was a member of Faculty of Law at the University of Toronto. In the late 50s and early 60s, he and the late Bora Laskin, framed the first comprehensive CAUT Statement on Academic Freedom and Tenure.

The award was presented to Professor Foulks by Mrs. Jean Milner, wife of Professor Milner.

Outgoing CAUT president Sarah Shorten paid tribute to the extraordinary contributions made by Professor Foulks to the work of the CAUT, and to the cause of academic freedom and tenure in Canada.

As a chair of the Academic Freedom and Tenure Committee, and as president of the Association, Professor Foulks brought to his work "a moral clarity, resolution, patience and understanding, which taught all who had the privilege to work with him." Both in the preparation of guidelines and policy and in the defence of individuals, "Jim Foulks provided us with a compelling example of what can be done, if one has the courage, the determination and the vision to do it."

She cited the words of a member of the AF&T Committee:

"His outstanding characteristic was his commitment to upholding principles of openness and fairness in advising and representing faculty members. This commitment was so transparent and consistent that he was able to challenge successfully heads, deans and presidents who had been party to slipshod methods or convenient decisions. He occupied the higher moral ground ... A second characteristic was his remarkable clarity of mind supported by a retentive memory ... Thirdly, all of Jim's dealings with faculty, colleagues and administrators were marked by ... courtesy and a regard for others ..."

The President also read out a number of telegrams of congratulations to Professor Foulks from former members of the Academic Freedom and Tenure Committee, and former Presidents of the Association.

"An occasion like this offers us all an opportunity to look back at the history of this association, and to recall how much our present efforts owe to the work of our colleagues over the past several decades. In honoring Jim Foulks, we give ourselves the chance to remember and to reaffirm the values on which this association builds its strength," she said.

The award may be given once a year, and is made in recognition of "a distinguished contribution to the cause of academic freedom" and of "actions undertaken on behalf of academic freedom, or writings which contribute significantly to an understanding and strengthening of academic freedom in the

Canadian community." It has been previously awarded on

four occasions, to Mr. Justice Bora Laskin (1971), to Pro-

fessor J. Percy Smith (1973), to Professor Harry S. Crowe

(1974) and to Professor A.E. Malloch (1979).



Mrs. Jean Milner presents the Milner Award to Professor James Foulks at CAUT Council meeting in Ottawa, May 1985.

Geoff Oliver



# CAUT fears 'profiteering'

CAUT has urged the federal government to guard against allowing potential reforms of the benefit systems for children and old people to be transmogrified by provincial governments into general revenue windfalls — à la EPF. CAUT told Federal Health and Welfare Minister Jake Epp that he should only contemplate changes that would strengthen benefits for those who need them.

CAUT President Sarah Shorten (now Past President) wrote Epp May 1, putting on record CAUT's concern that the current review of these programs not lead to weakening their universality, nor to reducing aid to those in need.

## Granting audiences

"CAUT applauds the government's concern that Canadians be consulted on such important matters as these," she wrote. "On matters of postsecondary education, for example, the Association has suggested that such consultations be institutionalized through a national council on postsecondary education."

"Perhaps you might consider a similar mechanism to institutionalize and regularize consultation with the public on matters within your

purview.

"Our concern arises in part from the fact that consultation was, under the previous government, all too often irregular and haphazard. Frequently, 'consultations' tended to take on the atmosphere of audiences. This is clearly neither in the public's nor the government's interest."

## CAUT's record

CAUT submitted a brief to the Parliamentary Committee on Pension Reform in 1984, and a response to the Proposals on Pension Reform in the February 1984 federal budget.

"As these documents state, CAUT supports an increase of the Canada Pension Plan benefits to 50 percent of the average industrial wage. This seems to us the quickest and most effective means to improve the general pension situation for all Canadians. Both levels of government have attempted to persuade insurance companies and others for some 10 to 15 years to effect this change. It really is time to act."

"CAUT has also indicated its support for increasing the level of the Old Age Security payments (which...) could be partially paid for by

the elimination of the exemption on the first \$1000 on pension income and eliminating the extra age exemption after age 65.

## MPs agree

"...it is CAUT's advice that the government would be well-advised to avoid any reform or modification which leads to windfall tax revenues for provincial governments. The experience of the universities with EPF would suggest that many of the provinces will not feel obligated to put these revenues back into the child benefit system."

"The Standing Committee on Health and Welfare and Social Affairs clearly shares CAUT's concern when it concludes as follows:

"The Committee urges the government to use all possible forums to negotiate agreements with the provinces that will keep money in the child benefit system if this measure is necessary to meet our criteria."

"The Committee also urges the government to negotiate agreements with the provinces to ensure that increased assistance to low-income families is not offset by reductions in provincial family support payments."

## Robbing Peter

"The EPF experience is certainly relevant. As noted in

The Johnson Report... increases in the federal postsecondary education transfer payments have been offset by decreasing provincial contributions to the university operating grants.

"The question of redistributing the costs and benefits of child benefit programs among recipients and taxpayers should clearly be reviewed. However, redistributing monies to the provinces will defeat the purposes of the review. I do not think CAUT would be alone in opposing such a move."

## Their own merits

"We would also urge the government to consider any financial or taxation effects of reform of the child and elderly benefits on other federal provincial programs such as EPF. Such reforms must not be part of any effort to justify cuts in other federal transfer programs to provinces, or indeed to justify cuts in provincial contributions to programs financed in part by the federal government."

"Reform of child and elderly benefit programs is important; the funding of postsecondary education is, I am sure, you will agree, equally important. Each program must be evaluated separately and on its own merits."

# Négociations/ Bargaining

Robert Léger/CAUT



The University of Toronto Faculty Association and the administration of the university arrived at a two-year agreement on salary and benefits. The increase in salary and benefits is 3.5 percent for both 1984-85 and 1985-86. The Progress Through the Rank (PTR) increase is 2.75 percent in the first year and 2.69 percent in the second year. A special merit increase equivalent to 0.5 percent of the salary budget is to be paid in the second year.

At Brock University, the faculty association (BUFA) is attempting to negotiate a special plan agreement. Howard Snow of the CAUT office has been advising the BUFA negotiating team.

L'Association des professeurs de l'Université d'Ottawa (APUO) a demandé au Ministre du travail de l'Ontario la nomination d'un conciliateur pour régler la question des salaires des professeurs. Au moment d'aller sous presse, on ne savait pas si l'Université accepterait la conciliation.

As was reported before, compensation for the academic staff at Trent University is to be decided by arbitration. Tina Head, of the CAUT office, attended the hearing. She reported that a day of mediation is to follow. If no agreement is then reached, the arbitration board will write its report.

The Association of Engineers-Professors of Applied Sciences (AIPSA) at Sherbrooke University has signed a collective agreement on May 14 after twelve months of difficult negotiation. The main points in dispute were salary and workload. For salaries, the professors essentially wanted parity with the Engineers Corporation of Quebec. As for workload, AIPSA complained about the decision to remove the quotas on student admissions and the one abolishing student internship during the first year of undergraduate studies.

The McGill Association of University Teachers (MAUT) reported that since March 1984, McGill professors have had three salary adjustments: a) 1.08 percent in March 1984, b) 4.2 percent in June 1984, of which 2 percent was an across-the-board increase and 2.2 percent was for a restoration of salary scales for 1979, c) 4.31 percent in December 1984, of which 2.26 percent was a cost of living adjustment and 2.05 percent for merit. For MAUT, the most noticeable aspect was that the salaries at McGill are still below other universities.

The Concordia University Faculty Association (CUFA) members have concluded collective agreement for another year. This settlement was awarded to CUFA by an arbitration committee in April 1984 after three years of tough negotiations. The only major change in the renewed contract concerns salaries.

À l'Université de Moncton, les négociations étaient toujours dans une impasse au campus principal. Les deux parties négocient maintenant depuis plus d'un an.

At the Nova Scotia College of Arts and Design, the faculty association is preparing for negotiation. Tina Head, of the CAUT office, is helping them prepare their proposals.

As was reported earlier, the Memorial University Faculty Association is to seek certification and organizing is under way. Ron Levesque is the CAUT adviser.

Earlier during the year, the University of Manitoba Faculty Association had made an offer of an increase of 0.00 percent on base salary in exchange for improvements in the financial emergency and redundancy articles. The university rejected that offer. Now, before going to arbitration, both parties have prepared their final offer. The faculty association is asking for a 2 percent increase in salary and a one-year contract. The administration is trying to alter the faculty salary structure by reducing the number of steps in each rank. The university wants a two-year contract, with no increase in the first year and 3 percent in the second. The arbitration, which will probably occur this summer, will deal with salary, stipends, travel and professional development allowances, merit and inequity funds. Donald Bowman of Winnipeg will be the arbitrator. Also at the University of Manitoba, the Association of Employees Supporting Education Services has not settled with the employer, and has rejected the latest offer of the university.

The Faculty Association and the Administrative Personnel Group (APG) of the University of Regina have been engaged in merger discussions for some time. This has now become a reality since the revised constitution and terms of merger were approved by mail ballot. The APG was a certified bargaining agent, representing approximately 65 administrative and middle-management employees.

Note: The information on Quebec universities was abstracted from FAPUQ Nouvelles Universitaires.

MOUNT ALLISON UNIVERSITY invites applications from, or nominations of, highly qualified men and women, for the position of:

## President to take office July 1, 1986

MOUNT ALLISON UNIVERSITY, founded in 1839, has a long tradition of excellence in undergraduate teaching and research in the liberal arts and sciences as well as in selected professional fields including commerce, engineering, education, fine arts and music. The University has a limited enrolment of approximately 1600 men and women, eighty percent of whom live on campus.

THE PRESIDENT, who is also the VICE-CHANCELLOR, has the general supervision over, and direction of, the operation of the University, including its academic work and business affairs, and has such other powers and duties as may be assigned by the Board of Regents.

Written applications or nominations for this position, accompanied by a resume of qualifications, will be received until a selection is made, and should be sent to:

Dr. Angus J. MacQueen, Chancellor  
Presidential Search Committee



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In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian Citizens and permanent residents.

TESTS IN EDUCATION: A Book of Critical Review 5, compiled by Philip Levy and Harvey Goldstein, Academic Press, Toronto, 1984. A book which reviews the tests available to educators in Britain, including early development tests, language, maths, and general abilities. "It has struck us forcibly that the most important gaps in information are to do with the aims and purposes of the test and the technical side of sampling and standardization." Both authors teach at English universities.

FREE ENTERPRISE AND THE STATE: What's Right? What's Left? What's Next?, selected by Jan Fedorowicz, CBC Enterprises, 1985. A distillation of the discussions held at the 53rd Annual Couching Conference on Canada's Economic Future. Topics include the limits of public enterprise, individual freedom, and the stress on our social system caused by continued massive unemployment. Among the participants were Michael Pitfield, Desmond Morion, and Mel Watkins.



## THE UNIVERSITY OF WINNIPEG DIVISION OF CONTINUING EDUCATION

## DIRECTOR

The University of Winnipeg is seeking a Director of the Division of Continuing Education which delivers a broad range of programs essential to the Institution's mandate as an urban university. The Director should have a proven understanding of university affairs, administrative experience and a thorough knowledge of adult education. Salary will be commensurate with experience. The appointment will commence no later than January 1, 1986.

Application accompanied by a curriculum vitae and the names of three referees, should be submitted by July 15, 1985 to:

A. Ross McCormack  
Vice-President (Academic)  
The University of Winnipeg  
Winnipeg, Manitoba  
R3B 2E9



## Briefly...briefly...

### Foundation seeking funds

**MONTREAL** — The Thérèse-F. Casgrain Foundation is seeking to raise a fund of \$250,000 to support the study, promotion, and understanding of women's contributions to the economic, political, and social life of Canada.

The Foundation was established in 1982 to carry on Mme Casgrain's pioneering work in the field of social justice. Senator Casgrain provided leadership to provincial, national, and international organizations in the areas of social reforms, equality, civil liberties, adult education, and national unity.

Interest earned by the fund will be awarded to "a qualified Canadian as a grant for original research at a Doctorate or Master's degree level; or as a grant for outstanding research already accomplished but needing the funds to publish and distribute the findings."

Contributions can be sent to the Thérèse-F. Casgrain Foundation, 800 Dorchester Boulevard West, Suite 1036, Montreal, Québec H3B 1X9. (Charitable organization number 0634964-03-08.)

### Canada is racist country?

**TORONTO** — Prof. Frances Henry says it is a myth that Canada is not a racist society. A recent study she co-authored indicated that up to 20 percent of Canadians are prejudiced against minority groups, particularly non-whites. Anti-Semitism is also growing in Canada, and there has been a deluge of anti-Catholic hate literature in the last year. Prof. Henry teaches anthropology at York University.

### French immersion follow-up

**CHARLOTTETOWN** — Canadian Parents for French of P.E.I. plans a regional conference on the UPEI campus here in October. The organization this spring completed a survey on what colleges and universities in the Atlantic provinces are offering students who have had French immersion in the school system. It appears the postsecondary system has a lot of catching up to do.

### Queen's chicken-hearted?

**KINGSTON** — Blaine Allen of the Department of Films Studies says the Queen's University administration lacks stomach for social action. The administration recently prohibited participation in the "Ontario Open Screenings," a program to challenge censorship.

Allen said the ban "makes clear the limited endorsement the university will give freedom of expression... The vice-principal responsible for explaining the decision says 'While the university is a place of freedom of ideas and creativity, this freedom cannot extend to a breach of the law on university property.'"

"It may say it wishes to play a part at the forefront of social action, but when it comes to a question of civil resistance, to test the validity of laws and their enforcement with respect to public opinion, the university pulls in its claws and backs down."



### ÉCOLE POLYTECHNIQUE DE MONTRÉAL ELECTRICAL ENGINEERING DEPARTMENT

Applications are invited for tenure track faculty positions beginning immediately. Applicants should have a Ph.D. degree in computer engineering, electrical engineering, computer science, or a related discipline. A strong hardware/software background is required. All areas of computer systems are of interest with preference for candidates with established records in one or more of the following areas: networking, VLSI design tools, software engineering, computer graphics, computer vision, and data base systems. In addition to three central IBM 4381 main-frames, the department computing facilities include a VAX-11/750, a PDP-11/60, several work stations, and many micro-computers of different makes. Excellent opportunities exist for sponsored research and industrial contracts.

The names and addresses of 3 referees are requested as well as a complete résumé. Applications will be accepted until the positions are filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada; however, others may be eligible. The working language is French. Thus, candidates should be able to communicate in French after a short training period. Applications to be made to: Dr. Jean-Louis Houle, Chairman, Dept. of Electrical Engineering, École Polytechnique de Montréal, P.O. Box 6079, Station "A", Montréal, Qc, Canada H3C 3A7.

## How threatening it is...

**TORONTO** — Marjorie Cohen of York University's Division of Social Sciences says a columnist's criticism of the SSHRS pamphlet *The Treatment of the Sexes in Research*, shows "how threatening the whole idea of limiting sex bias in research can be."

She responded in a letter to the editor to a column in the *Globe and Mail* by Stephen Strauss. He found the booklet biased because it does not include samples "of a woman's sexist blindness," and there are substantial differences in the English and French texts.

Cohen wrote: "While the SSHRS pamphlet might have made the idea of sex-bias-free research more palatable to people like Mr. Strauss if it had shown that women, too, can be sexist, this would have glossed over the problem. It is men who have most access to funding and who have the most control over the types of research performed in this country."

### Prize for excellent prof

**MONTREAL** — Prof. André Belleau is winner of the 1985 Secretary of State's Prize for Excellence in Canadian Studies at the university level. Prof. Belleau is Professeur titulaire, Département d'Études littéraires, Université du Québec à Montréal.

Secretary of State Walter McLean, in his announcement of the award, described Prof. Belleau "as a man with an open, encyclopedic, and inquiring spirit, which he brings to bear on his teaching. He has exercised a shaping influence beyond that of his own classroom through his scholarly articles, published books, works of fiction, and radio productions."

The program, which began in 1984, awards five prizes (each worth \$5,000) for excellence in Canadian studies. Along with Prof. Belleau's prize for university level teaching, awards were made for teaching at the primary, secondary and college levels. A jury selected the prize winners from candidates nominated by academic institutions or individuals. Prof. Belleau was nominated by Prof. André Vanasse, also of Université du Québec à Montréal.



André Belleau

### Nouveau centre de recherche

**SAINT BONIFACE** — Un nouveau centre de recherche va s'ouvrir prochainement au Collège universitaire de Saint-Boniface. L'objectif du centre, c'est d'aider les professeurs dans l'organisation matérielle de leurs recherches, en particulier les recherches théoriques et empiriques sur les groupes minoritaires francophones. Le Collège de Saint-Boniface a reçu une subvention de 100,000 \$ du Secrétariat d'État pour permettre l'ouverture du nouvel organisme.

### Marchand et le mot de la fin

**QUÉBEC** — Le 40e congrès des relations industrielles de l'Université Laval s'est déroulé à Québec les 15 et 16 avril 1985.



**McGill  
University**

### Dean of the Faculty of Music

Nominations and applications are invited for the position of Dean of the Faculty of Music of McGill University. The appointment, effective 1 June 1986, is normally for a five-year term and may be renewed.

The Dean of Music is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the Faculty. Candidates should have appropriate scholarly and administrative experience, facility in both English and French is desirable.

Approximately 525 undergraduate and 75 graduate students are enrolled in the Faculty of Music. Programs are offered in the areas of Performance, Theory, Composition, Music History, Musicology, School Music and Sound Recording. Facilities of the Faculty include a concert hall, a sound recording studio, and a music library.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted by September 30, 1985 to:

Dr. S.O. Freedman  
Vice-Principal (Academic)  
McGill University  
845 Sherbrooke Street West  
Montreal, Québec  
H3A 2T7

A première vue, il semblerait que tous ceux qui s'intéressent aux relations de travail au Québec étaient là, tant l'assistance nous a semblé nombreuse. Le thème du congrès était le statut de salarié en milieu de travail.

Si la première journée s'est surtout penchée sur le statut juridique du salarié, la deuxième, par contre, s'est intéressée aux nouvelles formes d'emploi, au salarié et à la gestion de l'entreprise.

Le mot de la fin a été prononcé par Jean Marchand, ancien président de la CSN et homme politique connu. Il a fait un historique image de son expérience syndicale. Il s'est dit en faveur du droit de grève pour les employés du secteur public. Pour lui, le problème des négociations dans le secteur public au Québec se situe au niveau de la centralisation de la négociation, qui favorise la constitution de fronts communs syndicaux.

### Collège militaire to be U.?

**SAINT-JEAN, Que.** — Le Conseil des Universités has recommended to Quebec Minister of Higher Education that the Collège militaire royal (CMR) becomes a university. The military college has been affiliated with Sherbrooke University.



**UNIVERSITY  
OF VICTORIA**

### Appointments in Health Information Science

The University of Victoria is accepting applications for part and full-time visiting appointments and tenure-track appointments in Health Information Science. Health Information Science is a new four year B.Sc. degree program designed to graduate students who will design and implement computer-based information systems in health care delivery and monitoring settings. The program is only one of its kind in Canada and is built on a Co-op model in which students take alternating academic and work terms.

Candidates selected will have a strong theoretical or analytical background in a substantive academic discipline, coupled with practical experience in the health care field and/or information science, preferably in a Canadian setting. Information systems, database systems, health services administration, health planning, accounting, and epidemiology are relevant specialties. A Ph.D. is preferred.

Teaching in the regular academic program and in future diploma level or "outreach" programs designed for health professionals remote from the University will be expected. A commitment to the Co-op philosophy and to graduating students with strong interpersonal and communication skills is essential.

Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. Applications should include a curriculum vitae and the names of three referees, and be sent to:

Professor Denis J. Protti  
Director  
Health Information Science  
University of Victoria  
P.O. Box 1700  
Victoria, B.C. V8W 2Y2



## La puce à l'oreille

par Eric Devlin



La fin des restrictions budgétaires annoncée par le ministre québécois de l'Enseignement supérieur, de la science et de la technologie a été accueillie avec un certain soulagement par l'ensemble de la communauté universitaire québécoise. Ainsi le Conseil des universités a salué avec beaucoup de satisfaction la décision du gouvernement de mettre un terme au plan de compressions budgétaires des universités. "Cette décision arrive à point, puisqu'il est maintenant reconnu que les universités québécoises ont subi depuis 1978-79 des compressions importantes qui ont amené leurs coûts unitaires à un niveau parmi les plus bas au Canada," écrit le Conseil dans son avis au ministre Yves Bérubé sur le financement du système universitaire.

Pour sa part, Roland Doré, directeur de l'École Polytechnique de Montréal soutient que les coupures imposées par le gouvernement étaient peut-être nécessaires pour dégraisser le système, mais qu'elles ont été poussées un peu trop loin. Ce dernier est cependant d'avis que l'augmentation de 70,3 millions de dollars consentie par le ministre Yves Bérubé pour l'année académique 1985-86 n'est pas forcément un cadeau. "Il y avait tout simplement ce qu'il doit payer," affirme le directeur de l'École Polytechnique.

Ces propos rejoignent ceux de Gaétan Lévesque, conseiller économique de la Fédération des associations de professeurs des universités du Québec (FAPUQ), pour qui le gouvernement n'a fait qu'appliquer aux universités la même politique que celle consentie aux autres secteurs gouvernementaux. "Si on compare les crédits affectés au réseau universitaire avec ceux de l'Éducation et des Affaires sociales," note-t-il, "on constate que dans ces secteurs les compressions ont été également abolies."

Un Virage Sociologique: Au cours des dernières années, le gouvernement du Québec avait décidé de ne financer les clientèles additionnelles que dans les secteurs jugés prioritaires par le "virage sociologique." Cette élimination vis-à-vis les sciences humaines avait soulevé de vives protestations. Comme le soulignait le sociologue Guy Rocher,

le gouvernement avait négligé le fait que les technologies sont un produit social. "Il y a des conditions sociales et culturelles au développement et à la diffusion des nouvelles technologies," affirme Guy Rocher.

"La qualité de la vie ne passe pas uniquement par la technologie, les lettres, les arts, la musique, les loisirs sont aussi des éléments importants dans l'organisation de nos sociétés," fait remarquer Roland Doré, dont l'institution avait pourtant bénéficié des sommes prélevées aux sciences humaines. Le nouveau recteur de l'Université de Montréal a également fait une profession de foi en faveur des sciences humaines, tout comme le Conseil de la science et de la technologie du Québec dirigé par Maurice L'Abbé.

La répartition des crédits supplémentaires annoncés par le ministre Yves Bérubé semble mettre un terme à cette discrimination envers les sciences sociales. Mais les Humanités ne sont pas au bout de leur peine. Le 21 mai dernier, le ministre Bérubé assistait au 53<sup>ème</sup> congrès de l'Association canadienne-française pour l'avancement des sciences (ACFAS) auquel participaient 4 000 chercheurs. Non seulement son allocution, à l'occasion de la présentation des lauréats des prix de l'ACFAS, tenait à justifier les ponctions de fonds effectuées dans les sciences humaines en faveur des disciplines jugées plus prioritaires, mais également le ministre Yves Bérubé n'a pas fermé la porte à de nouvelles actions similaires.

"Pour vraiment connaître les intentions du gouvernement concernant l'importance des sciences humaines, il faudra attendre cet été la composition des nouvelles équipes de recherche d'élite, qui seront financées dans le cadre des actions structurales du virage technologique," explique Guy Rocher. Parmi les dix premières équipes, aucunes n'œuvraient dans le domaine des sciences humaines.

Les autres faits saillants de l'année: Ces derniers développements dans le financement du réseau universitaire québécois ont su insuffler un peu de vie dans une année académique qui avait jusqu'à présent été bien tranquille, hormis la tourmente de la FAPUQ. En effet, il n'y a pas eu de conflit syndical majeur puisque la majorité des conventions collectives était signées.

Par ailleurs, le seul énoncé de politique qui aurait pu soulever une certaine controverse était la nouvelle formule de financement des universités. Devant le mécontentement manifesté par certaines universités, le gouvernement a retiré son rôle qui tenait compte pour la première fois de quatre paramètres auparavant ignorés. Ainsi le gouvernement reconnaissait que le coût de formation par étudiant pouvait varier

d'une discipline à l'autre, et également d'un cycle à l'autre. Le ministère de l'Éducation avait également introduit un paramètre permettant de tenir compte de l'importance de la recherche dans un établissement, et ainsi encourager les universités à en faire davantage. Finalement, le dernier paramètre concernait la taille des universités, car les plus petits établissements étaient dans l'impossibilité d'atteindre certaines économies d'échelle.

Bien que toutes les universités reconnaissent la pertinence de ces quatre paramètres, la grille d'analyse appliquée pour évaluer les besoins financiers des universités n'a pas plu à toutes les universités. Ainsi cette grille classait l'Université du Québec à Montréal dans la catégorie des universités trop financées, alors que toutes les études antérieures du gouvernement reconnaissaient le contraire.

Un anniversaire et un nouveau ministère: Parmi les autres faits marquants de l'année académique 1984-85, soulignons le quinzième anniversaire de naissance de la FAPUQ le 17 novembre dernier. Bien qu'aucune manifestation particulière n'est venue souligner l'événement, les professeurs d'universités ont entrepris trois mois plus tard une vaste campagne de sensibilisation publique afin de dénoncer le traitement infligé aux universités, et d'amener les Québécois à partager les craintes qu'ils entretiennent sur l'avenir du Québec.

Dernier fait saillant de cette année académique: la création du ministère de l'Enseignement supérieur, de la science et de la technologie. Avant de partir pour le congé de Noël, le premier ministre René Lévesque a annoncé à la surprise générale la scission du ministère de l'Éducation et le regroupement en un seul ministère de la science, de la technologie, de l'enseignement collégial et universitaire. L'ancien ministre de l'Éducation, Yves Bérubé se voyait ainsi nommé titulaire de ce nouveau ministère.

Cette décision inattendue a été perçue par plusieurs comme un geste mesquin envers l'ancien ministre de la Science et de la Technologie, Gilbert Paquette, qui avait quitté son poste l'automne dernier pour protester contre le virage fédéraliste du Parti Québécois. Gilbert Paquette et Yves Bérubé n'étaient pas reconnus pour leur grande amitié; au contraire, ils avaient eu l'occasion de s'affronter sur plusieurs dossiers comme l'achat des micro-ordinateurs et les coupures de budgets aux universités.

Si ce changement de structure avait vraiment été une priorité, le milieu universitaire aurait d'abord été consulté, ce qui n'a pas été le cas. Par ailleurs, le gouvernement avait déjà eu l'occasion de créer un tel ministère: car Camille-Lévesque avait déjà occupé les deux portefeuilles.



## Lobbyist's notebook

by Donald C. Savage

Are we as a university community better or worse off under the Tories? The end of the academic year is a traditional time for report cards. Herewith follows an item-by-item report card on the new government from my perspective in the university community.

1. EPF transfer payments: Over \$2.1 billion in cash and about the same in tax points are at stake. Good marks to Secretary of State Walter McLean for continuing the study by Dr. Al Johnson which was commissioned by McLean's predecessor, and for making this policy document public expeditiously. Also for rapidly establishing more frequent meetings with the Council of Ministers of Education, and for a less confrontational public style, and for persuading some of the provincial ministers to meet with Dr. Johnson. It remains to be seen whether or not he can persuade the provincial ministers of the need for reform of the existing system. Clearly any system which financially rewards the Socreds in B.C. for attacking their own universities cannot be seen to be rational. If he cannot, will he have the guts and the power to make some reasonable suggestions of his own to the federal cabinet?

The bad news was in the budget where the Finance Minister announced his intention of trying to remove \$2 billion from all the transfers (not just postsecondary education) to the provinces by 1990, by imposing a *de facto* escalator of 5 percent per year. However, he kept his word to the provinces to maintain the existing escalator for the coming year. Presumably this is the federal government's opening bargaining position. Let us hope that it can be blunted. A mixed report card so far but with bad signs ahead.

The CAUT Council authorized further approaches on this subject to the Council of Ministers of Education (CMEC) and to the Secretary of State. Subsequent to the Council, the CAUT officers met with the provincial associations within CAUT to discuss a common approach to CMEC. Unanimous agreement was reached on the nature of such an approach which will take place immediately.

2. Research funding for universities: A B-grade so far. The good news is that Tom Siddon and Jake Epp have managed to secure from their cabinet colleagues the maintenance of

the B budgets (or soft money) for the MRC and NSERC for next year — \$30 and \$20 million respectively — plus a modest increase for next year. This, of course, is very welcome in the year of budget cuts but it does not come close to fulfilling the campaign promises of Prime Minister Mulroney who said that he would reach 2.5 percent of GNP for expenditures on research within the life of his government. Such an increase would require substantial expenditures on university research facilities both to produce the trained manpower and to do some of the research. However, the equivalent soft money for SSHRCC has not yet been restored. A loss of \$3.9 million for that Council, given its small budget, would be very serious indeed. It will be a good test for Secretary of State McLean. So too will be the nature of the SSHRCC Five Year Plan. Here again McLean has shown his openness by allowing the Council to circulate a very detailed summary of its plan to the community. But can he get it past his cabinet colleagues?

Science and Technology Minister Tom Siddon has been a very vocal supporter of increased spending on research and development. He has been particularly open to the academic community and has clearly defended its interests in the budget-cutting exercise so far. But he does not seem able to persuade his colleagues to translate the party policy into very much concrete action.

CAUT will continue to support vigorously the lobby for research funding in general and, in particular, to meet the current crisis over the Social Sciences and Humanities Research Council.

3. Environmental sciences: A disaster area. CAUT like many other organizations protested the cuts in environmental sciences both in the Department of the Environment and in the Ministry of the State for Science and Technology. Cuts here ended the proposed toxicology centre at the universities of Toronto and Guelph, and affected a number of programs such as the Wildlife Service which have close connections with university biology departments. The government seems to have copied one of the worst features of Reagan's Washington, presumably for much the same reasons. The intention of some government supporters is to destroy environmental science work at the federal level under the cover of transferring the work to the provinces, who will compete amongst each other to ensure that they have the weakest environmental and toxicological arrangements in order to attract the business community. The one saving grace in all this is that the Decima polls, upon which the PM puts so much faith, show that the voters are massively opposed to these changes. The government was surprised by the vehemence of the public response on this issue. The conse-

quence was no further attacks in the budget. Clearly we need to keep it up. Could there be a worse minister in the government than the current Minister of the Environment Suzanne Blais-Grenier? She gets a mark of F — for failure.

4. The arts: CAUT protested the November cuts in the Canada Council and in the CBC. Here too the government was surprised by the extent of the outcry. There is a real and understandable fear in the arts community that this government has no interest and will simply shed its responsibilities. Communications Minister Marcel Masse has been trying energetically to counter that perception. The real test will be the results over the next few years. Finance Minister Wilson chose to give the arts some coverage in his budget with the creation of a task force and tax breaks for visual artists, some of whom are CAUT members. So far a D, but it might improve.

The issue of the CBC was one of the first on which CAUT lobbied 30 years ago. At the time we pointed out that the cultural side of broadcasting was of extreme importance to the university community for it significantly affected the milieu in which our students and indeed ourselves lived. We still have that point of view. Grants from the Canada Council directly affect CAUT members in the fine arts.

5. Parliamentary Committee on Science, Research, and Technology: CAUT has urged the creation of this committee since the election last year. A number of Conservative MPs support this. One of the most active has been Sherbrooke's Jean Charest. Currently CAUT is pressing this on the committee headed by James McGrath the MP for St. John's East, which is studying parliamentary reform. That committee is clearly doing good things on other fronts, but we have had no action yet on our proposal. We shall wait and see.

6. Security services: The CAUT met with the head of the new security services to review our concerns. Recently CAUT has asked the Prime Minister to indicate whether the new organization is bound by the Laskin/Pearson understanding on this matter. The request was so recent that we have not had a reply. We have also recently made various requests to the force and the minister responsible for clarifications of the legislation passed last year.

7. Censorship: In 1983/84 CAUT appeared before the Fraser Committee on the subject of censorship. During this last year, Justice Minister John Crosbie made some rumblings about proceeding on the question of censorship without waiting for the Fraser Committee. CAUT and others urged him not to do this, and Crosbie listened. The Fraser report has now been published. CAUT has not yet made a formal response but one aspect of CAUT's proposals has been in-



# CAUT upgrades Status of Women Committee as part of its campaign against an 'unjust' situation

by Johanna Foster  
Past Chair/Status of Women

It is cold comfort to women faculty members and librarians to say that the unjust and undesirable situation that finds many of them paid less and ranked lower than their male counterparts has probably not been deliberately engineered. Suffice it to say that whatever its genesis, this dreary and unacceptable situation exists. CAUT recognized the reality and responded with creation of a Status of Women Committee. (The Association has not perceived a need for a "status of men" committee).

This will be the first of a series of articles on the work of the Committee. It was written with contributions from Carolyn Attridge, Professor of Nursing at the University of Victoria, and new Chair of the Committee. The objective is to inform CAUT members about developments that pertain to the status of women, particularly in universities. Readers are invited to share their news and views. You can write me at the Ledy Library, University of Windsor, Windsor, Ont. N9B 3A4.

## The mandate

The May Council meeting upgraded the constitutional status of the Committee to that of permanent standing committee of Council. (It had been a sub-committee of the CAUT Board). The change makes the Chair of the Committee an ex-officio member of the Board of Directors and

of the Council. The Committee is broadly mandated to monitor and influence the position of women in Canadian universities. This entails gathering and analyzing information and facilitating information exchange, advising and assisting CAUT members upon request, advising on policies, briefs, etc. affecting women; proposing appropriate policy statements and guidelines to Board and Council — all with a view to reducing the effects of past discrimination and preventing future discrimination.

The Committee formulates or reviews a wide variety of CAUT positions, considering their ramifications for female faculty and librarians. The range includes policies related to part-time and limited-term appointments, pensions, mandatory retirement, tenure and promotion, parental leaves, sexual harassment. Con-

siderable energy has been devoted to the development of *Guidelines for Positive Action* to improve the status of women in Canadian universities.

## Growth no cure

Despite the considerable rise in the number of women students and of qualified applicants, women remain significantly under-represented in faculty and senior administrative posts, hold a disproportionate number of part-time appointments, and remain unequally distributed among the disciplines and professions.

Many women continue to have lower rank and salary than their male faculty or librarian counterpart. This is not to say that this unjust and undesirable situation has been deliberately engineered. It results from systemic discrimination — the "indirect, impersonal and unintentional discrimination that is the result of inappropriate standards" described in *Employment and Immigration Canada's Affirmative Action: What is it all about?*

A variety of barriers have been built up by gender-stereotyping in society and its institutions, and in this instance have an unjustifiably

negative effect on female participation in the universities. The *Guidelines on Positive Action* will serve as a blueprint for action by individual university communities. They, and a model clause prepared by the Collective Bargaining Committee, were considered by the 1985 Council.

## Salary anomalies

The Committee urged and supported the Economic Benefits Committee to devise a sound methodology to examine male-female salary differentials on university campuses. As a result, Dr. Jeremiah Allen of Lethbridge prepared a manual which is applicable at the level of the individual university.

The approaches suggested enable the user to assess salary bias and to assume a negotiating position with administration. The technique enables the assessment of salary discrimination against other identifiable groups — the required data analysis is relatively simple to understand and inexpensive to perform.

The manual has been sent to all faculty associations. You may wish to check with your local association regarding its plans for a salary study.

## Funding researchers

The committee solicited data from the various granting

Councils to ascertain the numbers of women serving on Councils and their assessment committees, as well as the success rate of female applicants. Some Councils provided data more readily than others.

Although more study is required, it became abundantly clear that the membership of the Councils and granting committees is predominantly male. The success rate for women varied considerably, depending on the Council involved. It is probably safe to say that the Committee's request for data had some impact on the Councils' awareness of potential bias in their organization structure and methods.

## Workshops

The Committee sponsored three regional workshops on the general theme of affirmative action in the academic context. Sessions have explored such diverse topics as the administrative route for women, participation of women in research and in non-traditional fields, identification of employment discrimination, the philosophical and practical aspects of implementing an affirmative action policy. Planning is underway for a workshop in Calgary this fall. In addition, the June CAUT

Collective Bargaining Conference will deal with strategy for negotiating a positive action plan.

## Daycare survey

The normal family-rearing years coincide with the crucial years for establishing an academic career. The provision of adequate childcare facilities is an important element in the support structure if women are indeed to realize equity.

Through the annual CAUT Economic Benefits Survey, and with OCUEA's assistance, preliminary information has been collected to determine the extent and costs of daycare facilities available in the universities. The Committee has also drawn this issue to the attention of local associations' contract committees.

## Reports and studies

Reports considered by the Committee include the Science Council of Canada's *Who Turns the Wheel?* (a look at the science education of women), and the report on equal opportunity prepared by the University of Western Ontario ad hoc Senate Committee, set up to review appointments, promotion, and tenure policies and procedures. The Status of Women Committee

WOMEN see page 19

incorporated, namely exemptions on educational and scientific grounds. Crosbie has decided to proceed with the problem of prostitution first. This censorship will be dealt with in the fall. No judgment yet.

8. Copyright: Michel Côté, the Minister of Corporate and Consumer Affairs, like every other minister who has held that portfolio, has promised to update the copyright act. A parliamentary committee is examining the subject. There seems some hope that action will be taken. No judgment yet.

9. Revenue Canada: The Conservatives promised in the election to curb the high-handed powers of Revenue Canada. Many of our members suffered from this last year when they were a special target of the department. Revenue Minister Perrin Beatty, who is clearly one of the stars of the administration, has not only been implementing these changes much more swiftly than other cabinet ministers seem able to act, but he projects a nice combination of civility and firmness. There is still some way to go, but so far so good. Finance Minister Wilson's budget included proposed laws to implement some of the changes announced by Beatty. A

10. Income Tax: The Conservatives promised in the federal election that they would amend the Income Tax Act to remove the anomaly that Canadian professors must pay tax if they spend their own money on research equipment and similar professional concerns. At first Finance Department officials merely sent us the same letters as when Marc Lalonde was in office. It seemed as though nothing had changed. Then the President of the CAUT spoke to Finance Minister Wilson at the Economic Summit, and the tone of the correspondence changed. Tom Siddon and Perrin Beatty have helped. Still no results. C-

11. Pension Reform — women: CAUT has for many years lobbied for equal monthly pension pay-outs for men and women based on a single actuarial table. Wilson, to his credit, ignored the negative views of the insurance industry on this matter, and in the budget introduced this reform in the federal sphere. Insurance companies will either have to use a single actuarial table or increase the benefits to women. Some credit for this should also flow to Walter McLean, the minister for issues pertaining to the status of women. The universities, however, will not be affected until the provinces follow suit. The budget also contained provisions for mandatory survivors' benefits which will for the time being primarily benefit women. A, particularly for the unisex decision.

12. Pension reform — general: CAUT has actively lobbied the federal government for pension reform. In the budget the Finance Minister announced legislation to require im-

proved vesting, portability, employee participation in the management of plans, and the like. These apply only to corporations in the federal sphere but if the provinces pick up these changes, they will benefit academic staff. However, there was no real action on inflation protection and other reforms suggested by CAUT. A promising start. Let us hope it continues. B

13. Metric: Many scientists feared that the government would listen to its looney fringe and abolish metric. Mr. Mulroney neatly trapped one of the most vociferous defenders of imperial measures by making him a Parliamentary Secretary. Minister Michel Côté, neatly stickhandled this one by retaining metric, but allowing fringe use of imperial. Better than one could have hoped for. A

14. The 1986 census: The government tried to abolish the 1986 census, one of the more important bases of social science research in this country. Fortunately it also affected business, municipalities, and even the calculation of federal/provincial cost-sharing arrangements. CAUT and many other organizations protested. The government changed its mind. F on the fall exam, but A- at Christmas. We still await news on whether or not there will be unreasonable charges for university researchers to use the data. The Wilson budget contained some negative hints in this direction.

15. Immigration Appeals: CAUT has for many years defended professors who were refused entry to the country without adequate explanation, and has called for changes in the immigration rules. CAUT recently wrote the Minister with specific proposals which arose from the discussion in the Symons/Page Report. No answer as yet.

16. Summer program for students: Last November the government abolished this program but then in the new year instituted one of its own. It tried to tilt the balance towards jobs in the private sector. Will the jobs materialize? The opposition parties said it was unlikely. It is too early to know the results. September will be judgment time.

17. Macdonald Royal Commission on the Economy: Why didn't the government have the guts to abolish it last fall? All the research was done and could have been made public, with the rest of the money going to SSHRC for research in economics, business and other related matters. F

18. Foreign students: In conjunction with the Canadian Bureau for International Education, CAUT has urged on the federal government the need for a coordinated policy with the provinces on foreign students. Joe Clark and Walter McLean have set up a joint task force to prepare options for the cabinet. If the parliamentary review committee on foreign affairs gets off the ground, it too will be open to representations on this subject. This is the first time in years

that Ottawa has moved on this subject, but it is too early to know any results. Good marks for effort but a final cannot be assigned until the project is completed.

19. Federal Charter of Rights: The federal government has had three years to consider the effect of the proclamation this year of the equality provisions of the Charter. Ottawa has not done very much. Justice Minister Crosbie ducked the contentious issues by referring them to a parliamentary committee, rather than legislating. One of these was the question of single actuarial tables for men and women for the calculation of pensions. Finance Minister Wilson was more courageous on this matter. D

20. Freedom of Information: There will be a general review by Parliament later this year. The government has been notably unsympathetic on the subject of accessibility and openness, preferring a strategy of news management. However, individual ministers, who deal with the university community have been very accessible. It remains to be seen whether the government will introduce the changes in the federal Act which it demanded in opposition, and some of which were introduced but not passed by the Clark government. CAUT has long had a lobbying interest in this matter.

21. Amendments to the Canada Election Act: The new government has not revived the legislation designed to curtail the election activities of third parties, such as CAUT. However, it did announce, in the budget, that it would be introducing legislation to allow charitable organizations to engage in non-partisan political lobbying. In principle that sounds like a good idea, but much will depend on the details.

22. Budget cuts in External Affairs: External Affairs has announced that it is phasing out the IDRC grant to the three area associations involved in Africa, Latin America, and Asia. The Canadian Association of African Studies has asked CAUT to lobby. In the case of the Africanists this seems particularly chintzy, since it involves cutting funds for African students and visiting African professors, subsidies for African subscriptions to the *Canadian Journal of African Studies*, and the like. External also is trying to phase out fellowships to France, Germany, and Belgium under cultural agreements. The Department had earlier curtailed funds for the Canadian Mediterranean Institute. F

23. UN Convention on Torture: In February the CAUT Board called on the federal government to adhere to the new UN Convention on Torture. The government replied that it intended to do so, and was drafting the necessary amendments to the Criminal Code in consultation with the provinces.



# Ontario voters teach Miller some basic lessons; Grossman is 'born again' on tuition fee increases

by Howard Epstein

## Executive Director/OCUFA

Watching the Ontario Tories at work in their leadership convention in January, it was already clear that the party was seriously divided. In the words of Dalton Camp's memorable observation, "When the going gets tough, the Tories draw the wagons in a circle and commence firing inwards." That firing had begun in January, and will only grow more intense after Frank Miller's disastrous showing at the polls May 2.

Taking a majority government into an election, losing 20 seats and turning it into a minority government, is likely to seal Miller's fate. In choosing Miller over his three rivals for the leadership, the Ontario Tories chose to favor small-minded, anti-intellectual tendencies and concerns, over those of the more urbane and educated. It left the Ontario PCs seriously divided, and a majority of the Ontario public rejected "Miller's Ontario."

Premier Miller said in a Toronto speech May 22 that among the lessons he had learned during the election were that "Ontarians want tougher environmental laws, better housing options, quality health care and education, and more responsive programs dealing with the unemployed, senior citizens, women, and minorities."

## Premier Peterson?

My personal prediction is that Miller will not long be the Premier of Ontario. I anticipate that the Liberals will form a working alliance with the NDP, making David Peterson the Premier. The NDP will then try to keep the Liberals from calling an election for as long as possible, because of the fear that the Liberals would win a majority at the expense of the NDP. Obviously many other scenarios are possible, and indeed another election may be called at virtually any time. We will again have to work to press university concerns.

(This story was written im-

mediately after the election. The Liberals and NDP did, in fact, reach agreement to join forces to defeat the Miller government. The PCs were expected to fall on a no-confidence vote June 18, and the Liberals hoped to form a new government with the support of the NDP. Part of the agreement was no general election for at least two years. — EDITOR).

## Different minority

In the meantime we must wonder what effect a minority government will have on the universities. Recent history (1975-1981) in which there was a minority government in Ontario, does give some indication. We know that in those years the transfers by the provincial government to the universities were well below the rate of inflation, and so there was no advantage to the universities in the minority government.

The situation has now changed, however. This is not a minority government like the others. The difference is that the two opposition parties

make PSE funding and access part of their platforms in the election. Both the Liberals and the NDP are on record as favoring increased university funding, and opposing cuts in accessibility.

This interest in PSE is the result of painstaking work in Ontario with the politicians, especially in the last year in the context of the Bovey Commission hearings. The Liberals and the NDP will have many items calling for their attention, and we in Ontario will now have to work to secure the promised funds for the universities.

## Bovey in discard?

As for the Bovey Commission Report, it has been rejected as plan of action by both the Liberals and the NDP and the PCs had already rejected its two chief public recommendations — to increase tuition fees by 50 percent and to reduce access to the universities. The Report must now have a very dubious future.

The Tory hold on Ontario may well have been broken for

a long time to come. Even if Miller were to resign as leader, it may be too late for the party to make a recovery. But noting how he moved the day after the election to blame his predecessor Bill Davis for the loss, it is hard to believe Miller will willingly relinquish what power he has. Dalton Camp must be shuddering.

## Press advantage

When OCUFA surveyed the party leaders during the election campaign, we received from Frank Miller a defence of his government's record on university funding, while Bob Rae (NDP) and David Peterson (Liberal) attacked the Conservative record, saying universities need more money. Peterson made funding for post-secondary education a major plank in his election platform.

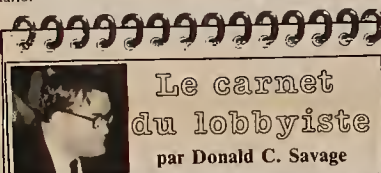
Larry Grossman told reporters after he was sworn in as Education Minister that he has changed his mind about the 30-percent tuition fee increase he had called for during the leadership convention. Grossman said he now favors



Howard Epstein

the Miller government position that fees should be raised gradually, at about the rate of inflation.

Both opposition parties must have recognized the existence of public support for increased funding for the university system. To press this advantage now is the only way to achieve our objectives.



Pour nous, du milieu universitaire, la situation est-elle meilleure ou pire sous les Conservateurs? La fin de l'année académique marque l'époque traditionnelle du bulletin annuel. Voici donc un rapport détaillé sur les activités du gouvernement, tel que je le vois de l'intérieur du milieu universitaire.

1. Le transfert des paiements sous la loi FPE: Des paiements de l'ordre de plus de \$2,1 milliards et un montant à peu près équivalent sous forme de points d'impôt sont en jeu. De bonnes notes sont accordées à M. Walter McLean pour avoir permis la poursuite de l'étude de M. Al Johnson demandée par son prédécesseur; pour avoir rapidement organisé des rencontres plus fréquentes avec le Conseil des ministres de l'éducation; pour avoir réussi à convaincre quelques ministres provinciaux de rencontrer M. Johnson. Reste à savoir s'il pourra convaincre les ministres provinciaux de la nécessité d'une réforme du présent système. Il est évident que tout système qui accorde des récompenses financières aux Créditistes de la Colombie-Britannique pour s'en être pris à leurs propres universités ne peut pas apparaître rationnel. Mais s'il ne peut y arriver, aura-t-il le cran et le pouvoir de faire des suggestions acceptables de son cru au Cabinet fédéral?

La mauvaise nouvelle s'est située au niveau du budget, alors que le Ministre des finances a annoncé son intention de retrancher d'ici 1990 un montant de \$2 milliards aux fonds de transferts de paiements aux provinces (non pas uniquement sur le plan de l'éducation postsecondaire) en imposant une escalade de facto annuelle de l'ordre de 5 p. cent. Il a cependant tenu sa promesse aux provinces de maintenir le niveau présent d'escalade pour l'année qui vient. Il semble donc que ce soit la position initiale de négociation du gouvernement. Espérons qu'elle puisse être modifiée. Donc, un bulletin annuel confus jusqu'ici, mais qui laisse pressager des signes de détérioration.

Le Conseil de l'ACPU a autorisé de nouvelles approches à adopter auprès du Conseil des ministres de l'éducation (Canada) (CMEC) et du Secrétaire d'Etat. Par la suite des rencontres ont eu lieu avec les associations provinciales de l'ACPU en vue de discuter d'une approche commune auprès du CMEC. On s'est entendu unanimement sur la nature d'une telle approche qui doit être amorcée sans délai.

2. Les fonds de recherche au niveau des universités: Jusqu'ici, un B—. La bonne nouvelle: messieurs Siddon et Esp ont

réussi à obtenir de leurs collègues du Cabinet le maintien pour l'année qui vient des budgets B (les programmes additionnels de nature incertaine) à l'intention du CRM et du CRSNE, soit \$30 et \$20 millions respectivement, à quoi s'ajoutera une légère augmentation l'an prochain. Ceci, évidemment, est bien accueilli, mais c'est encore bien loin des promesses de M. Mulroney lors de la dernière campagne électorale qui a déclaré qu'au cours de son mandat les dépenses au niveau de la recherche devraient atteindre 2,5 p. cent du PNB. Une telle augmentation nécessiterait des dépenses importantes au niveau de la recherche universitaire tant sur le plan de la formation que la main-d'œuvre que sur le plan de l'élaboration des projets. Toutefois, le montant équivalent pour les programmes additionnels à l'intention du CRSNE n'a pas encore été rétabli. Une perte de \$3,9 millions, compte tenu du budget restreint de ce Conseil, sera évidemment très sérieuse. Ce sera un bon test pour M. McLean. Il en sera de même de la nature du plan quinquennal du CRSHC. Dans ce cas, M. McLean a aussi démontré une ouverture d'esprit en permettant au Conseil de circuler un sommaire très détaillé de son plan à la collectivité. Mais peut-il convaincre ses collègues du Cabinet?

M. Siddon a été un ardent partisan de l'augmentation des dépenses en recherche et développement. Il a démontré une ouverture d'esprit à l'endroit du milieu académique et à justifié clairement défendu les intérêts des universitaires au cours de l'exercice de réduction du budget. Mais il ne semble pas pouvoir persuader ses collègues de traduire les politiques du parti en des mesures concrètes.

L'ACPU continuera d'appuyer avec vigueur le lobbying au niveau des fonds à consacrer à la recherche en général et, en particulier, à endiguer la crise dans le cas du Conseil de recherches en sciences humaines.

3. Les sciences environnementales: Un désastre! Comme beaucoup d'autres organismes, l'ACPU a protesté contre les coupures au domaine des sciences environnementales au ministère de l'Environnement et au ministère d'Etat aux Sciences et à la Technologie. Les coupures ont mis fin aux projets de centres de toxicologie aux universités de Guelph et de Toronto et ont touché un certain nombre de programmes comme le Service de la Faune qui a des liens étroits avec les départements de biologie des universités. Le gouvernement semble avoir copié une des pires caractéristiques du gouvernement Reagan à Washington et, semblait-il, pour les mêmes raisons. L'intention de certains défenseurs du gouvernement est de mettre fin aux travaux des sciences environnementales au niveau fédéral sous prétexte de céder cette responsabilité aux provinces qui rivalisent afin de s'assurer qu'elles ont recours aux dispositions d'ordre écologique et toxicologique les moins sévères afin d'attirer le monde des affaires. Les sondages Décima auxquels le Premier ministre accorde sa confiance démontrent heureusement que les électeurs s'opposent en masse à ces changements. L'intensité de l'opinion publique a surpris le gouvernement au point où le budget ne contient aucune mesure additionnelle sur ce plan. Il est clair qu'il faut continuer. Pourrait-il y avoir au

sein du gouvernement un pire ministre que le titulaire du ministère de l'Environnement? Un F.

4. Les arts: L'ACPU a protesté en novembre à propos des coupures qui touchaient le Conseil des Arts du Canada et la Société Radio-Canada. Encore une fois, l'ampleur de l'indignation a surpris le gouvernement. On perçoit de la part du milieu des arts une crainte réelle et compréhensible à l'effet que le gouvernement ne porte aucun intérêt à ce domaine et qu'il abdiquera ses responsabilités. C'est avec énergie que M. Masse a tenté de contrer cette perception. Les résultats obtenus au cours des prochaines années constitueront le vrai test. M. Wilson a choisi de porter une certaine attention aux arts dans son budget au moyen de la création d'un groupe de travail et de rabais fiscaux à l'intention des artistes visuels dont plusieurs sont membres de l'ACPU. Un D, mais la cote pourrait s'améliorer.

La Société Radio-Canada a été un des premiers sujets de lobbying de l'ACPU il y a 30 ans. Nous avons souligné à l'époque que l'aspect culturel de la radiodiffusion était pour le milieu universitaire d'une importance capitale puisqu'il influençait de façon significative le milieu dans lequel vivaient nos étudiants et évidemment notre propre milieu. Nous partageons toujours cette position. Les subventions du Conseil des Arts du Canada affectent directement les membres de l'ACPU impliqués dans les beaux-arts.

5. Le comité parlementaire des sciences, de la recherche et de la technologie: L'ACPU a encouragé la formation de ce comité depuis la dernière élection, ce qu'on appuyé un certain nombre de députés conservateurs. Le député de Sherbrooke, M. Jean Charest, a été le plus actif de ceux-là. L'ACPU fait maintenant des représentations auprès du député de St-Jean Est, M. James McGrath, qui dirige le comité sur la réforme parlementaire. Malgré les réalisations de ce comité, rien n'a été fait encore en ce qui touche notre suggestion. Nous devons patienter.

6. Les services de sécurité: L'ACPU a rencontré le responsable des nouveaux services de sécurité afin de passer en revue nos préoccupations. L'ACPU a demandé récemment au Premier ministre d'indiquer si ce nouvel organisme devait s'en tenir à l'entente Laskin/Pearson. Comme cette demande est fort récente, nous n'avons pas encore eu de réponse à cette question. Nous avons aussi demandé des éclaircissements à propos de la législation de l'an dernier au groupe de travail et au ministre responsable.

7. La censure: C'est en 1983-1984 que l'ACPU s'est présentée devant le Comité Fraser sur la censure. Le ministre de la Justice John Crosbie s'est demandé s'il ne devait pas aller de l'avant sur ce sujet sans tenir compte du Comité Fraser. L'ACPU, ainsi que d'autres groupes, lui ont demandé de ne pas s'engager dans cette voie et il a accepté. Le rapport Fraser a maintenant été publié. L'ACPU n'a pas émis de commentaires officiels, mais l'une de ses suggestions y est partie intégrante, à savoir l'exemption fondée sur des considérations qui relèvent de l'éducation ou de la science. M. Crosbie a décidé de s'occuper d'abord de la prostitution. On s'occupera de la censure à l'automne. C'est à suivre.



## Godin's Laws of The Sexual Revolution

(Inspired by Leacock's *Boarding House Geometry*)  
The sexual revolution is essentially the passage from Euclidian Sexism to Un-Euclidian Sexism.  
Euclidian Sexism depended on the following male-evident axioms:  
A- All women are the same woman  
B- No woman is the same woman  
C- A and B are one and the same axiom  
Un-Euclidian Sexism: Sexism is not a single axiom, it is a collection of axioms.  
A- Too many parallels have been drawn between man and woman  
B- The third sex makes all classic triangles quadrable, or at least makes them look square  
C- Sex is here to stay, but will never be the same

— Guy Godin  
Université Laval, Québec

**LE ROMAN QUEBÉCOIS EN FRANCE**, Jacqueline Gerols, Hachette, 1984. Une étude de la diffusion et de la réception du roman québécois par la critique et les lecteurs français, ainsi que des préférences caractéristiques de ces derniers pour expliquer échecs et succès. Jacqueline Gerols, professeure adjointe de la faculté d'Agriculture, enseigne le français à McGill.

# Holocaust debate threatens freedom

by Vincent Richards

Morton Weinfeld's article (April 1985)...seems to be an expansion of one written late last year in the *Montreal Gazette*, which I chose to ignore. In both cases he insinuates I hold certain views, which I don't, and maintains that some comments give the Butz book (*The Hoax of the Twentieth Century*) undeserved legitimacy. He invites me to expound further on the question of the Holocaust itself. The risk of defending intellectual freedom is that people think you are defending the subject of the controversy.

In 36 years as a librarian I have seen all kinds of propaganda published, much of it wearing the cloak of academic respectability. A few such items were included in a list of recommended books recently purchased from the federal funds provided through the Holocaust Resource Committee of the Jewish Federation of Edmonton.

### Bias is bias

On the list were biased books, purchased in the interest of intellectual freedom, which probably defame Pius XII and the Catholic Church as well as numerous western leaders during the 1930s and 1940s. I find such books offensive, as I do Butz's. However, I believe it is necessary to have them in any large library, along with books which combat their ideas.

Recently an art exhibition of paintings was staged in Edmonton, highlighting the horrors of the Holocaust. Some of the paintings carried specifically anti-Christian caricatures. These things both surprise me and upset me.

### Polemics vs. goodwill

First of all because a large number of my relatives died in the last war trying to end the ravages of Nazism, while Ghandi was counselling the Jews to passively resist Hitler. Secondly I think the Jewish community could be better served by some of its less-thoughtful polemicists. They tend to reduce the issue solely to whether one denies the Holocaust ever happened or not.

They do not seem to realize that it is possible for intelligent people of goodwill to agree

totally that the Holocaust happened and that six million Jews were killed, but hold various opinions about other aspects of this horror.

### Controversy's roots

What the real controversy is about are the degrees of culpability amongst various groups, including some Jews, acquiescing or not adequately preventing Hitler's moves against the Jews and other groups; to what extent the Jewish community was singled out compared to other groups of Hitler's victims; the impression given that Jews were unique victims, which offends the relatives of six million Poles, Slavs, gypsies, Catholics, the physical and mentally handicapped and other ethnic, religious and minority groups exterminated by the Nazis; and the degree to which the terrifying events which happened to the Jews are used for Zionist propaganda purposes — a thesis firmly held by our Arab readers.

### Current holocaust?

No doubt there are other issues. Besides all these gut-wrenching and agonizing questions there is the eternal question of why? Jewish philosophers and theologians,

as well as Christian ones and others, agonize over this.

Others argue that it is part of late nineteenth and twentieth century materialistic madness, which now works itself out in another holocaust of 1.6 million unborn babies aborted in the U.S. annually and 60,000 each year in Canada. Some see relationships with what went on in Hitler's Germany, others don't.

### Other holocausts

Was there only one holocaust, or is there some relationship to holocausts in Uganda, Cambodia, Vietnam, Equatorial Guinea, Ethiopia, Ukraine, and other genocides? Shouldn't our voices be raised in concern over all this madness as well?

Perhaps no minority group has a monopoly on being victimized. All these are very controversial questions. It just won't do to brush them aside as some form of anti-Semitism. Some members of the Jewish community argue strongly among themselves about such issues without such facile name-calling.

### To light a candle

Libraries have miles and

miles of books, which if laid end to end would point in all directions. Many books contain ideas diametrically opposed to each other and were written with the best will in the world by their authors who sincerely believed in the truth of their work. Many of the older works, once respectable in their day, now only evoke laughter.

That's why librarians are so leery of those who know the full truth about anything at a given time, who try to choke off debate about controversial issues; those who too easily label people they perceive as opponents, and those who wish to label books (or their catalogue cards) to show their approval or disapproval of the contents.

Librarians across the land look forward to a good, scholarly, well written book (or perhaps a pamphlet will do) which effectively demolishes ideas like Butz's. In the meantime most of us prefer not to rely solely on the Ottawa thought police.

Come off it, Mort.

(Vincent Richards is Past President of the Library Association of Alberta.)

que les organismes fédéraux, mais le milieu universitaire en bénéficiera si les provinces adoptent ces mesures. Il faut noter toutefois qu'aucune mesure concrète n'a été prise quant à la protection contre l'inflation ou en regard des suggestions de l'ACPU. Il s'agit d'un débüt prometteur. Espérons que ça continuera. La cote B.

13. Le système métrique: Plusieurs scientifiques ont craint que le gouvernement s'en tienne à ses lubies et abolirait l'utilisation du système métrique. M. Mulroney a réellement mis sur la sellette un des ardens défenseurs des poids et mesures impériaux en le nommant Secrétaire parlementaire. Le ministre Michel Côté a bien tiré son épingle du jeu en maintenant le système métrique tout en permettant une utilisation limitée des poids et mesures impériaux. C'est mieux qu'on aurait pu l'imaginer. Un A.

14. Le recensement de 1986: Le gouvernement a tenté d'abolir le recensement de 1986 qui constitue l'une des bases les plus importantes de la recherche en sciences sociales au pays. Heureusement, une telle mesure touche aussi le monde des affaires, les municipalités et même le calcul des ententes fédérales-provinciales à frais partagés. L'ACPU et plusieurs autres organismes ont protesté. Le gouvernement a changé d'avis. Une cote F à l'examen d'automne, mais un A à celui de Noël. Nous cherchons toujours à savoir si les chercheurs universitaires auront à défrayer des coûts excessifs pour obtenir les données. Le budget Wilson semble le laisser croire.

15. Le droit d'appel des immigrants: L'ACPU défend depuis longtemps les professeurs à qui on refuse le droit d'entrée au Canada sans explications valables et a aussi réclamé des modifications à la loi sur l'immigration. L'ACPU a écrit récemment au ministre et lui a transmis des suggestions précises qui découlaient du rapport Symons-Page. Nous attendons toujours la réponse.

16. Programme d'été pour les étudiants: Le gouvernement abolissait ce programme en novembre dernier, mais en offrait un de son cru au cours de la nouvelle année. Il tentait de faire passer la création d'emplois au secteur privé. Est-ce que les emplois existeront? L'Opposition en doute. Il est aussi trop tôt pour le savoir. Nous pourrions en juger en septembre.

17. La Commission royale d'enquête Macdonald sur l'économie: Pourquoi le gouvernement n'a-t-il pas eu le courage de l'abolir l'automne dernier? Toute la recherche a été faite et aurait pu être rendue publique. Quant aux fonds économisés, ils auraient pu être mis à la disposition du CRSHC pour effectuer de la recherche dans les domaines de l'économie et des affaires, ainsi que dans d'autres domaines connexes. Un F.

18. Les étudiants étrangers: De concert avec le Bureau canadien de l'éducation internationale, l'ACPU a insisté auprès du gouvernement canadien sur le besoin d'une politique coordonnée avec les provinces à propos des étudiants étrangers. Messieurs Joe Clark et Walter McLean ont mis sur pied un groupe de travail conjoint dans le but d'offrir des options au Cabinet. Si le Comité parlementaire de révision des affaires étrangères entreprend ses activités, il pourra aussi recevoir des suggestions sur ce sujet. C'est la première fois

depuis des années qu'Ottawa se penche sur ce sujet, mais il est encore trop tôt pour en analyser les résultats. Une bonne note pour souligner l'effort, mais une note finale ne peut être accordée avant que le projet soit complet.

19. La Charte fédérale des droits: Le gouvernement fédéral a eu trois ans cette année pour évaluer l'effet de la proclamation des mesures relatives à l'égalité dans la Charte. Mais, Ottawa ne compte pas beaucoup de réalisations en ce domaine. Le ministre de la Justice, M. Crosbie, a évité cette question délicate en la référant à un comité parlementaire plutôt qu'à adopter des mesures législatives. L'une des questions en litige touche les tables de mortalité des hommes et des femmes utilisées dans le calcul des pensions. Le ministre des Finances, M. Wilson, a démontré plus de courage à ce sujet. Un D.

20. L'accès à l'information: Le Parlement procédera à une revue générale de cette question plus tard cette année. Le gouvernement ne s'est pas montré particulièrement disposé à l'égard de la facilité d'accès favorisant plutôt le contrôle de l'information. Les ministres qui transigent avec le milieu universitaire ont toutefois été disponibles. Reste à voir si le gouvernement présentera les changements à la loi fédérale qu'il préconisait alors qu'il était dans l'opposition, y compris certains qui ont été présentés, mais non adoptés par le gouvernement Clark. L'ACPU fait du lobbying depuis longtemps à ce sujet.

21. Les modifications à la loi électorale du Canada: Le nouveau gouvernement n'a pas repris une ancienne mesure législative qui avait pour but de restreindre les activités des tiers-partis tel que l'ACPU lors des campagnes électorales. Il a cependant annoncé lors de la présentation du budget son intention de présenter des mesures législatives qui permettraient aux organismes de charité de faire du lobbying politique non partisan. En principe, ceci semble une bonne idée, mais tout dépendra des détails.

22. Les coupures aux Affaires extérieures: Les Affaires extérieures ont annoncé l'élimination progressive des subventions aux trois associations impliquées en Afrique, en Amérique latine et en Asie. L'Association canadienne des études africaines a demandé à l'ACPU de faire du lobbying. Dans le cas des Africains, cette mesure apparaît médiocre puisqu'elle signifie entre autres l'élimination de fonds pour les étudiants africains et les professeurs africains invités ainsi que pour le Journal canadien des études africaines. Les Affaires extérieures tentent aussi d'éliminer progressivement les bourses avec la France, l'Allemagne et la Belgique dans le cadre d'ententes culturelles. Le ministre a aussi restreint plus tôt les fonds destinés à l'Institut canadien de la Méditerranée. Un F.

23. La convention des Nations Unies sur la torture: En février, le bureau de direction de l'ACPU demandait au gouvernement de donner son adhésion à la nouvelle convention des Nations Unies sur la torture. Le gouvernement a répondu qu'il en avait l'intention et qu'il préparait les modifications au Code criminel en consultation avec les provinces.



# L'ACPU adopte une déclaration sur l'action positive

par Donald Savage

Le Conseil de 1985 de l'ACPU a adopté une déclaration sur l'action positive destinée à améliorer la condition féminine dans les universités du Canada. Elle demande que chaque conseil d'administration ou chaque instance pédagogique supérieure d'université adoptent une déclaration claire et explicite de l'intention de l'université d'améliorer la condition de la femme dans la collectivité universitaire.

Cette déclaration devrait comprendre un engagement à prendre tous les moyens possibles pour assurer la présence d'étudiantes dans toutes les facultés afin qu'augmente le nombre de femmes qualifiées pour occuper un poste professoral dans chaque discipline. La déclaration devrait encourager l'étude des femmes et des questions intéressant les femmes et promouvoir que l'université ne parrainera, ne subventionnera ni ne reconnaîtra des publications universitaires qui dénigrent les femmes.

**Examen détaillé**  
L'université devrait examiner avec l'association des professeurs tous les points de sa politique d'emploi qui intéressent la condition des femmes professeurs et

bibliothécaires, y compris des questions telles que la rémunération égale, les articles anti-discrimination, le harcèlement sexuel, le congé parental, la garde de jour, la politique d'embauchage, y compris l'annonce des postes à pourvoir et la recherche de candidats, et les nominations à temps partiel et à terme. Le document demande aussi que les universités examinent leur politique des salaires pour voir si elle est peut-être discriminatoire à la lumière du document établi pour le Comité du statut de la femme de l'ACPU par le Pr Jeremian Allen, de l'Université de Lethbridge, intitulé *Manual on Female Faculty Discrimination in the Universities*.

Le document demande que les associations de professeurs et les administrations examinent et réforment la procédure de nomination. Il demande que soient établies des statistiques sur la masse de main-d'œuvre qualifiée disponible. Il suggère que non seulement les postes soient annoncés dans le *Bulletin* de l'ACPU et dans *Affaires Universitaires*, mais aussi que les départements s'informent toujours au sujet de possibles candidatures auprès des organisations de la profession ou de la discipline qui y représente les intérêts des femmes, de toutes les femmes du département ou du secteur de l'université et de femmes de la discipline à l'ex-

térieur de l'université. Il suggère que la nomination soit plus efficacement soumise à la procédure de règlement des griefs et d'arbitrage.

## Programmes d'initiation

Le document demande aussi que les universités instituent des programmes d'initiation à l'emploi de femmes professeurs. D'après les statistiques, le nombre de femmes professeurs dans les universités canadiennes n'a que légèrement augmenté de 1977-78 à 1983-84 — soit de 14.9 pour cent à 16.5 pour cent — malgré la publicité considérable faite autour de la question.

Le Conseil a entendu le Pr Denis Smith, doyen des Sciences sociales à l'Université de Western Ontario, parler d'un programme d'initiation à l'engagement de femmes que l'université vient d'amorcer. Il a dit que l'université avait décidé d'agir de cette façon parce que, malgré rapports, exhortations et engagements à cet égard, la proportion des femmes engagées à l'université n'avait tout simplement pas changé.

## Approuvé unanimement

Finalement, le document demande la création d'un comité d'examen général de l'Université composé de représentants du conseil d'administration et de l'association des professeurs et de femmes indépendantes choisies d'un commun accord par le conseil et l'association. Le comité

devrait examiner les progrès accomplis et obtenir et publier les statistiques nécessaires pour faire aller les choses.

Le document a été adopté par le Conseil de l'ACPU sans opposition.

Le Conseil a aussi adopté une nouvelle concernant le congé parental qui demande un congé payé de dix-sept semaines.

Il a été dit au Conseil que l'ACPU s'était jointe à l'AUCP pour créer un sous-comité chargé de s'occuper des statistiques et de questions connexes intéressant le statut des femmes professeurs.

Le Conseil a modifié la situation du Comité du statut de la femme de l'ACPU pour en faire un comité permanent du Conseil. Ce changement, entre autres, permettra à la présidente du Comité de siéger d'office au Conseil et au Bureau de direction. Le Pr Carolyn Attridge, de l'Université de Victoria, a été élue présidente du Comité pour 1985-86.

**Déclarations de l'ACPU intéressant particulièrement les femmes professeurs:**

- Rémunération égale pour un travail d'égale valeur
- Congé parental
- Énoncé de principes et clause modèle concernant la "non-discrimination"

• Énoncé principes sur le harcèlement sexuel

• Paragraphe sur les nominations à temps partiel et à terme de l'énoncé de principes sur la liberté universitaire et la permanence de l'emploi

• Énoncé de principes sur les nominations initiales

**MONTREAL** — La Fondation Thérèse-F. Casgrain cherche à constituer un fonds de \$250,000 destiné à soutenir l'étude, la promotion et la compréhension de la contribution des femmes à la vie économique, politique et sociale du Canada.

La Fondation a été établie en 1982 pour continuer l'œuvre de pionnière réalisée par Mme Casgrain dans le domaine de la justice sociale. La sénatrice Casgrain a imprimé un élan à des organismes provinciaux, nationaux et internationaux dans le domaine des réformes sociales, de l'égalité, des libertés civiles, de la formation des adultes et de l'unité nationale.

L'intérêt gagné par le fonds sera attribué à "un Canadien qualifié pour subventionner des recherches originales à mener au niveau du doctorat ou de la maîtrise ou des recherches exceptionnelles déjà réalisées mais dont l'auteur a besoin des fonds pour en publier et communiquer les résultats". Les dons peuvent être adressés à la Fondation Thérèse-F. Casgrain, 800 ouest, boulevard Dorchester, porte 1036, Montréal (Québec) H3B 1X9. (Oeuvre de charité numéro 0634964-03-08.)

## Council on women's status

by Donald C. Savage

The 1985 CAUT Council called on all universities to issue clear and explicit statements of their intent to improve the status of women in the academic community.

The statement should include a commitment to take all possible steps to ensure the participation of female students in all faculties, so that the pool of qualified women for academic posts in every discipline will rise. It should encourage the study of women and of issues of concern to them, and should promise that the university will not directly or indirectly sponsor, subsidize, or recognize any university publications that denigrate women.

### Detailed review

Each university should review with its faculty association all employment policies that relate to the status of women faculty and librarians, including such questions as equal pay, anti-discrimination articles, sexual harassment, parental leave, day care, hiring policies including advertising and searching for candidates, part-time and limited-term appointments.

Universities should review their salary policies in the light of the CAUT Status of Women Committee's *Manual on Female Faculty Discrimination in the Universities*, prepared by Prof. Jeremiah Allen of the University of Lethbridge.

Faculty associations and administrations should review and reform the appointment procedures, and produce statistics on the pool of available qualified labor. The Council suggests that not only should there be advertising of posts in the CAUT Bulletin and in *University Affairs*, but departments should routinely contact organizations within the profession or discipline representing the interests of women in that profession, all women within the department

or area in the university, and individual women in the discipline outside the university. And appointments should be more effectively subject to the grievance and arbitration procedure.

### Incentives

The Council also called on universities to institute incentive programs for the hiring of women academics. Statistics show that the number of women faculty in Canadian universities increased only slightly from 1977/78 to 1983/84 — from 14.9 percent to 16.5 percent — despite considerable publicity about the issue.

The Council heard from Prof. Denis Smith, Dean of Social Sciences at the University of Western Ontario, about a program of incentive hiring which that university had just commenced. He suggested that the university had decided to "in this way because despite reports, exhortations and commitments to change, there simply had been no change in the proportion of women hired at the university."

### Unanimous support

Finally the Council called for the creation of a university-wide review committee, composed of representatives of the board, the faculty association, and independent women mutually agreed by the two parties. This committee should review progress and secure and publish the necessary statistics to make the system work.

The statement passed the CAUT Council without a dissenting vote.

The Council also adopted a new guideline on parental leave which calls for 17 weeks of paid leave. It was reported to the Council that CAUT had joined with AUCP to create a subcommittee on statistical and related matters pertaining to the status of women academics.

The Council altered the constitutional position of the CAUT Status of Women Committee to that of a permanent standing committee of Council. Among other changes, this will permit the Chair of the Committee to sit ex officio on the Council and on the Board of Directors. Prof. Carolyn Attridge of the University of Victoria was elected the person to chair for 1985-86.

CAUT policy statements particularly relevant for women academics:

- Equal pay for work of equal value
- Parental leave
- Guidelines and model clause on "no discrimination"
- Guidelines on sexual harassment
- Part-time and limited-term appointments subsection of the Policy Statement on Academic Freedom and Tenure.
- Guidelines on initial appointments.

### Status of Women Committee

Carolyn B. Attridge (Nursing) Victoria  
**PERSON CHAIRING**  
 Sandy Casey (Education Library) Queen's  
 Jane Gordon (Sociology & Anthropology)  
 Mount St. Vincent  
 Jennie M. Hornosly (Arts) New Brunswick  
 Mary Kinnear (History) St. John's College  
 Catherine E. Warren (Cont. Ed.) Calgary

### OBSERVER

Helen Breslauer, OCUFA

**acpu**

Présente

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- ☐ b) je demande présentement à faire partie de l'Association canadienne des professeurs d'université.

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 Date de votre nomination .....  
 Nom de votre département .....  
 Date de votre adhésion à l'ACPU .....  
 Date de signature .....

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## Section 15

## The Canadian Charter

### Equality Rights

15. (1) Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability. (2) Subsection (1) does not preclude any law, program or activity that has as its object the amelioration of conditions of disadvantaged individuals or groups including those that are disadvantaged because of race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.



## Section 15

## La Charte Canadienne

### Droits à l'égalité

15. (1) La loi ne fait acception de personne et s'applique également à tous, et tous ont droit à la même protection et au même bénéfice de la loi, indépendamment de toute discrimination, notamment des discriminations fondées sur la race, l'origine nationale ou ethnique, la couleur, la religion, le sexe, l'âge ou les déficiences mentales ou physiques. (2) Le paragraphe (1) n'a pas pour effet d'entraîner les lois, programmes ou activités destinés à améliorer la situation d'individus ou de groupes défavorisés, notamment du fait de leur race, de leur origine nationale ou ethnique, de leur couleur, de leur religion, de leur sexe, de leur âge ou de leurs déficiences mentales ou physiques.



## The Charter on retirement

by Donald C. Savage

The 1985 CAUT Council reaffirmed its 1979 position in favor of flexible retirement arrangements with academic staff able to retire at 65 with full pension benefits, but also able to continue after 65 on the same basis as other faculty. A general resolution also recommended that Faculty associations negotiate effective early retirement arrangements so that faculty could retire before 65, functioning half-time tenured status on a voluntary basis, and other arrangements to encourage flexibility.

President Sarah Shorten announced that AUCC had agreed to discuss the possibility of a mutual agreement on a test case (or cases) on the effect of the Charter of Rights on mandatory retirement. Such an agreement would limit the costs that might be faced by universities and by faculty associations, if hundreds of faculty members this spring decided to test the applicability of the Charter. Meanwhile CAUT has sent information on the handling of individual grievances to faculty associations across the country.

### Guideline

After approving the general principle, Council adopted an interim guideline on the implementation of such a policy.

The Alberta government has tabled a bill which includes amendments to end mandatory retirement at 65 for public servants and university employees. Bill 42 (Charter Omnibus Act) will repeal the mandatory retirement sections of the Public Service Act, the Universities Act, and other laws affecting the relevant pensions. The bill was expected to be passed quickly into law.

This noted that inevitably there would be problems associated with the abolition of mandatory retirement, but these should be addressed in a constructive way.

Council would particularly like to see universities review their retirement policies to ensure that academic staff can, in fact, retire with dignity. They should also negotiate with their faculty associations effective arrangements for reduced load or work-sharing arrangements, early retirement schemes, and contract buyout arrangements. It was reported to Council that CAUT had joined with AUCC in a joint study of such arrangements and the barriers to their utilization.

### Performance

Council said faculty members who have passed the age of 65 should be subject to normal expectations as to performance of their duties, in exactly the same way as those

who have not reached that age. Flexible contractual arrangements negotiated with the faculty association should be available for those who do not wish to continue on a full-time contract. In cases where allegations of inadequate performance are made, procedures based on the CAUT guidelines should apply.

Council also noted that mandatory retirement had been abolished by court action in Manitoba which arose from local legislation, and had been terminated in Quebec by action of the provincial government. It appears that certain universities (such as Carleton and McMaster) have decided not to retire academic staff compulsorily until the legal situation is cleared up.

Council also received a paper prepared by Dr. Ron Levesque, CAUT Associate Executive Secretary, on the technical aspects of pension and benefit calculations when mandatory retirement is replaced by flexible retirement arrangements.



Mr. Speaker — The May Council meeting elected Gordon Fearn to the new position of Chair of Council. He will act, in effect, as "Speaker" of the 1986 Council meeting. Prof. Fearn is also a member of the CAUT Board of Directors. He teaches sociology at the University of Alberta in Edmonton.

# La Charte et la retraite

par Donald C. Savage

Le Conseil de 1985 de l'ACPU a réaffirmé sa position de 1979 en faveur de dispositions de retraite souples. Une résolution générale a reconfirmé que l'ACPU voulait des dispositions de préretraite efficaces afin que les professeurs puissent se retirer avant 65 ans, le statut de professeur à temps partiel permanent volontaire et d'autres dispositions afin d'encourager une souplesse négociée avec l'association des professeurs. Elle veut que les professeurs puissent se retirer à 65 ans avec pleine pension, mais puissent aussi continuer d'exercer leur charge après 65 ans sur la même base que les autres professeurs.

La Présidente de l'ACPU a annoncé qu'elle avait obtenu de l'AUCG qu'elle accepte de rencontrer l'ACPU afin de discuter de la possibilité de s'entendre sur une ou des affaires-testes en ce qui concerne la retraite obligatoire et l'effet de la Charte des droits. L'entente limiterait les frais qui pourraient confronter les universités et les associations de professeurs si des centaines de professeurs décidaient ce printemps-ci de tester l'applicabilité de la Charte. Entre-temps, l'ACPU a envoyé des renseignements sur la façon de s'occuper des divers griefs aux

associations de professeurs de tout le pays.

Le gouvernement atterrain a déposé un bill qui comprend des modifications destinées à mettre fin à la retraite obligatoire à 65 ans pour les fonctionnaires et les employés des universités. Le bill 42 (Charter Omnibus Act) va abroger les articles relatifs à la retraite obligatoire de la loi sur le service public, de la loi sur les universités et d'autres lois intéressant les pensions concernées. Le bill est censé être promptement adopté.

A la suite de la discussion et du vote dont a fait l'objet le principe général, le Conseil a discuté et adopté une directive provisoire concernant l'application d'une telle politique. La directive disait que l'abolition de la retraite obligatoire serait inévitablement accompagnée de problèmes, mais qu'il faudrait y pourvoir de façon constructive. Le Conseil aimerait, en particulier, que les universités examinent leur politique de retraite pour faire en sorte que les professeurs puissent vraiment se retirer avec dignité. Elles devraient aussi négocier avec les associations de professeurs des ententes assurant une réduction de la tâche ou le partage du travail, un système de préretraite et le rachat d'un contrat. Il a été dit au Conseil que l'ACPU s'était jointe à

l'AUCG pour étudier conjointement de telles ententes et les obstacles qui en gênent l'utilisation.

Le Conseil a affirmé que les professeurs de plus de 65 ans devraient être soumis aux attentes normales quant à l'accomplissement de leur tâche exactement de la même façon que ceux qui n'ont pas atteint cet âge. Des dispositions contractuelles souples négociées avec l'association des professeurs devraient être accessibles aux professeurs qui ne veulent pas continuer à travailler à plein temps. Dans les cas où des allégations de rendement inadéquates sont formulées, une procédure fondée sur les directives de l'ACPU devrait s'appliquer.

Le Conseil a aussi pris acte de ce que la retraite obligatoire avait été abolie au Manitoba par intervention judiciaire découlant de la législation locale et avait pris fin au Québec à l'initiative du gouvernement provincial. Certaines universités telles que celles de Carleton et de McMaster ont décidé, semble-t-il, de ne pas imposer la retraite aux professeurs d'ici à ce que la situation juridique soit tirée au clair.

Le Conseil a aussi reçu un document établi par M. Ron Levesque de l'ACPU, et portant sur les aspects techniques du calcul des pensions et des avantages lorsque la retraite obligatoire est remplacée par des dispositions de retraite souples.

## caut

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## Comité du Statut de la Femme

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Mount St. Vincent

Jennie M. Hornosty (Arts) Nouveau-Brunswick  
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Catherine E. Warren (Formation continue) Calgary

### OBSERVATRICE

Helen Breslaue, UPAUO





Derek Oliver

## Guideline on crime

**Preamble** — The purpose of this policy statement is to provide guidance for the university community in the circumstance when a member of the academic staff is charged with or convicted of a criminal offence. It is designed to ensure that academic staff members are treated fairly and compassionately in such circumstances and to prevent them from becoming the victims of public hysteria.

1. If a member of the academic staff is charged but not incarcerated, the member should continue to carry out the duties associated with his or her position in the normal manner, receiving full pay. The suspension of such an individual would be justified only if his or her presence on campus was deemed to be a clear and obvious danger to the university community. And such suspension should be with full pay and benefits, and should be grievable and arbitrable. If an academic staff member is imprisoned pending trial, this period should be counted as paid leave.
2. In general, the university community should accept that it has a responsibility to assist in the rehabilitation of academic staff members convicted of criminal offences and in their reintegration into the profession. Wherever possible and appropriate, a university should help ensure that such members receive medical or psychological treatment, and are enabled to carry on with academic and scholarly activities so far as circumstances allow. Consideration should be given to counting a period of imprisonment as unpaid leave.
3. Proceedings to terminate employment should be

regarded as a last resort. If such proceedings are implemented, the university, following the procedures specified in the relevant collective agreement or handbook, must be able to demonstrate that the nature of the crime for which the academic staff member was convicted renders the member unfit

to carry out his or her academic duties or that the length of the court sentence can reasonably be construed to mean that the member would not be able to maintain his or her academic credentials at a level so that he or she could resume an academic post.

Approved by Council,  
May 1985.

## Board and Officers of CAUT 1985/86



Derek Oliver

### BOARD/east to west

Averil Gardner (Memorial); John Evans (Memorial); Roger Black (UPEL); Om Kamra (Dalhousie); Vic Catano (Saint Mary's); Gerald Clarke (UNB); Arsène Richard (Moncton); Al Sharp (UNB); Michael Brian (Concordia-SWG); Ann Robinson (FAPUQ); Jon Thompson (McGill); Stan Jones (Carleton); John Starkey (Western Ontario); Fred Wilson (Toronto); Don Wallen (Windsor); Bill Melnyk (Lakehead); Bob Kerr (Windsor); Sarah Shorten (Western Ontario); Ruth Diamond (Manitoba); Herbert Mays (Winnipeg); Ed Anderson (Manitoba); Pam Smith (Regina); Bob Spencer (Athabasca); Gordon Fearn (Alberta); Pat Grassick (Calgary); Brian Sagar (SFU); David Haley (UBC); Richard Powers (UVic); Elizabeth Caskey (UBC); Carolyn Attridge (UVic); Don Savage (Executive Secretary/CAUT); Rosalind Riseborough (CAUT Professional Staff).

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Ed Anderson  
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Status of Women, Carolyn Attridge  
Publications, Bob Kerr  
Economic Benefits, David Balzarini  
Elections & Resolutions, Sarah Shorten  
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PPAC, Al Sharp



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Seigneur, prends pitié!  
Car je suis membre d'un comité;  
Toute la journée, sans rémission,

Considérant et amendant,  
Prétendant et justifiant,  
Sans conclusion à l'horizon.

Conférer et s'accorder,  
Reporter et objecter,  
Toutes ses pensées réitérer;

L'ordre du jour à reviser,  
De nombreux points à ajouter,  
Tous les rapports à étudier.

Composeras, proposeras,  
Supprimeras et opposeras:  
De procédure te repaître!

Propositions multiplieras,  
Résolutions adopteras,  
Mais rien vraiment n'accompliras!

On résout et on aboutit  
Mais jamais on ne dissout:  
Pas du tout question pour nous.

Au comité de mettre fin,  
Comme il arrive à ce refrain,  
Par un point — c'est tout,

(Traduction libre de Guy Godin)  
Université Laval, Québec

# Le postsecondaire français

par Robert Léger  
Officier professionnel/ACPU

La Fédération des francophones hors Québec (FFHQ) organisait les 10-12 mai derniers un colloque sur l'enseignement postsecondaire de langue française, à l'extérieur du Québec. Ce colloque avait lieu à Ottawa et réunissait environ cent cinquante délégués intéressés par la question.

## Dimension politique

Le Secrétaire d'État, l'honorable Walter McEwen, affirma son intérêt pour la question de l'enseignement postsecondaire de la minorité francophone à l'extérieur du Québec. Il discuta de la nouvelle Charte des droits. À ce sujet, il nous informa qu'une étude à paraître du professeur Pierre Foucher concluait que la plupart des lois provinciales ne respectaient pas l'article 23 de la charte. Finalement, M. McEwen remettait à la FFHQ un chèque constituant une première tranche du financement à cet organisme.

Madame Jocelyne Ouellette, déléguée du Québec à Ottawa, annonça que le Ministre délégué aux affaires intergouvernementales cana-

diennes, Monsieur Pierre-Marc Johnson, allait prochainement faire connaître une nouvelle orientation des énergies québécoises concernant les minorités hors Québec. On intensifierait les échanges entre les institutions québécoises de niveaux collégial et universitaire, et celles qu'on retrouve dans les communautés hors Québec.

Lors du dîner-causerie du lendemain, l'invité d'honneur, Jean-Louis Roy, directeur du Devoir, attaqua le gouvernement du Québec en disant que "...l'absence d'une politique québécoise des minorités francophones constitue une absurdité historique et un scandale politique." Il poursuivait: "Mises à part les accolades stratégiques, quelques programmes ponctuels et des

initiatives limitées prises par certaines institutions, Québec n'a aucune politique cohérente et constante visant le soutien et le support aux projets et aux institutions minoritaires."

## L'accessibilité

Plusieurs participants ont fait état des taux de participation très bas des étudiants francophones (hors Québec) aux universités. Selon Bernard Drainville, étudiant, le nombre d'étudiants des classes défavorisées iraient en diminuant et le système deviendrait de plus en plus élitiste.

## Les élèves d'immersion

Un atelier s'est penché sur la question des élèves anglophones diplômés des cours d'immersion et de leur insertion dans des universités francophones ou bilingues. On a discuté avec animation de la compétence linguistique de ces élèves et des effets possibles qu'ils pourraient avoir sur les étudiants francophones à l'université.

## Éducation à distance

Étant donné la dispersion des francophones hors Québec dans d'immenses territoires,

les délégués se sont intéressés à l'éducation permanente à distance. La possibilité d'une plus grande coopération entre les institutions a été abordée.

## Rencontre fructueuse

Comme c'était la première fois que la FFHQ organisait un congrès sur l'enseignement postsecondaire, ce fut une bonne occasion pour les participants de connaître certaines institutions.

Ainsi, aucun des délégués n'ignore maintenant que l'Université Sainte-Anne offre ses cours en français et qu'elle accueille une forte proportion d'étudiants anglophones venus y perfectionner leur français. Au cours de la fin de semaine, tous ont entendu parlé des universités Laurentienne, de Moncton et d'Ottawa. On s'est familiarisé avec les collèges Glendon, Saint-Jean à Edmonton, de Hearst, et de Saint-Boniface.

Les administrations de ces institutions étaient en général bien représentées. Il n'était pas de même pour les associations de professeurs. Il semble que celles-ci n'aient pas été invitées. ...

## Prof coupable?

**Préambule** — Cet énoncé de principes vise à servir de guide à la collectivité universitaire lorsqu'un professeur est accusé ou trouvé coupable d'un acte criminel. Il est conçu de façon que les professeurs soient traités avec justice et compassion en pareilles circonstances et à empêcher qu'ils ne deviennent victimes de l'hystérie publique.

1. Si un professeur est accusé mais non incarcéré, il devrait continuer d'exercer les fonctions de son poste de la façon normale et de recevoir son plein salaire. La suspension du professeur ne serait justifiée que si sa présence à l'université était jugée constituer un danger manifeste pour la collectivité univer-

sitaire. La suspension devrait être avec plein salaire et tous avantages et devrait pouvoir faire l'objet d'un grief et d'un arbitrage. Si un professeur est emprisonné en attendant son procès, le temps d'emprisonnement devrait compter comme congé payé.

- 2. En général, la collectivité universitaire devrait reconnaître qu'elle se doit d'aider au redressement des

professeurs déclarés coupables d'actes criminels et à leur réinsertion dans la profession. Lorsque c'est possible et qu'il y a lieu, l'université devrait aider à faire que les intéressés reçoivent un traitement médical ou psychologique et soient mis à même d'exercer une activité professionnelle et savante dans la mesure où les circonstances le permettent. Il faudrait aviser à compter une période d'em-

prisonnement comme un congé non payé.

- 3. La procédure de licenciement devrait se considérer comme une chose de dernier ressort. Si une telle procédure est appliquée, l'université, conformément à la procédure spécifiée dans la convention collective ou le guide, doit pouvoir établir que la nature du crime pour lequel le professeur a été condamné le rend inapte à

exercer ses fonctions professorales ou que la longueur de la peine imposée par le tribunal peut raisonnablement s'interpréter comme signifiant que le professeur ne pourra maintenir ses titres et qualités d'ordre professoral à un niveau lui permettant de reprendre un poste de professeur.

Approuvé par le Conseil  
mai 1985

## Parental leave

To enable both women and men to successfully combine an academic career and family responsibilities without significant financial and career loss, and to recognize the role of both father and mother in childbirth and childrearing, universities should be urged to provide the following arrangements for parents.

1. Maternity leave is provided in the case of birth or adoption of a child or children for female members for at least 17 weeks with full pay, benefits and privileges. Maternity leave should be taken at the discretion of the individual but would normally include the date of delivery.
2. Paternity leave is provided in the case of birth or adoption of a child for male members for at least three weeks with full pay, benefits and privileges.
3. In the case where a male member assumes the primary child care

responsibility upon the birth or adoption of a child, the provisions for maternity leave should apply.

- 4. Extended leave provisions should be available to both natural and adoptive parents. Members could extend the appropriate three or seven-week paid leave up to at least twenty-four weeks without pay but with benefits and privileges.
- 5. Conditions applicable generally to the foregoing leaves should include:

- a) Members are eligible for leaves regardless of marital status.
- b) Individuals who take advantage of these leave provisions should be reinstated to their position with no loss in salary level or rank. They should be entitled to their pension, health and disability and other benefits. Seniority, vacation and sabbatical entitlement should continue to accrue during the leave. No penalties such as overload teaching should be exacted upon the individual.
- c) A member on maternity

leave and/or extended leave should have the opportunity to elect to have academic appointment decisions relating to that individual's promotion and/or tenure deferred for at least one year.

- d) In cases where both parents are employed by the same institution, leave should be available to each parent. The combination of time taken for leave should be at the discretion of the parents.
- 6. Additional considerations. Universities are also encouraged to review

the sick leave policies in effect to ensure that coverage is provided for pregnancy-related illnesses including miscarriage or abortion. Universities should also ensure that a pregnant faculty or librarian member is not required to work in an environment or with equipment or substances which may be hazardous to the well-being of the member and/or the unborn child.

Approved by Council  
May 1985

## Congé parental

Afin de permettre aux hommes et aux femmes de réussir à combiner une carrière universitaire et des responsabilités familiales sans y perdre beaucoup du point de vue financier et professionnel et afin de reconnaître le rôle du père et de la mère dans la mise au monde et la formation d'un enfant, il faudrait exhorter les universités à adopter les dispositions suivantes au bénéfice des parents.

1. Un congé de maternité est accordé dans le cas de la naissance ou de l'adoption d'un enfant ou d'enfants aux femmes professeurs pour au moins 17 semaines avec pleins salaire, avantages et privilèges. Le congé de maternité devrait se prendre au gré de l'intéressée,

mais il devrait comprendre normalement la date de l'accouchement.

- 2. Un congé de paternité est accordé dans le cas de la naissance ou de l'adoption d'un enfant aux professeurs pour au moins trois semaines avec pleins salaire, avantages et privilèges.

3. Si en membre du sexe masculin, assumant la responsabilité principale de la garde d'un enfant à sa naissance ou à son adoption, les dispositions relatives au congé de maternité devraient s'appliquer.
4. Un congé prolongé devrait être accessible aux parents naturels et adoptifs. Les membres pourraient allonger le congé payé soit de trois semaines, en y ajoutant un congé additionnel d'au moins vingt-quatre semaines sans salaire, mais avec avantages et privilèges.

5. Les conditions suivantes devraient s'appliquer en général aux congés susmentionnés:

- a) les membres sont admissibles à bénéficier des congés indépendamment de leur état conjugal.
- b) Les membres qui profitent des dispositions relatives à ces congés devraient être rétablis dans leur poste sans perte de niveau de salaire ni de rang. Ils devraient avoir droit à leurs prestations de pension, de maladie, d'invalidité et autres. Les droits en fait d'ancienneté, de vacances et de congé sabbatique devraient continuer de

s'accumuler durant le congé. Aucune pénalité ne devrait être imposée au membre telle qu'une surcharge d'enseignement.

- c) Le membre en congé de maternité et (ou) en congé prolongé devrait pouvoir choisir de faire différer d'au moins un an les décisions de nomination universitaire concernant sa promotion et (ou) sa permanence.
- d) Si les deux parents sont employés par la même université, les deux devraient pouvoir bénéficier d'un congé. La combinaison de temps pris pour le congé devrait être laissée au gré des

parents.

- 6. Autres points. Que les universités examinent aussi leur politique relative au congé de maladie pour voir à ce que les maladies liées à la grossesse soient couvertes, y compris la fausse couche et l'avortement. Les universités devraient aussi veiller à ce que la femme enceinte ne soit pas tenue de travailler dans un environnement ou avec de l'équipement ou des substances susceptibles de nuire à son bien-être et (ou) à celui de l'enfant à naître.

Approuvé par le Conseil  
mai 1985



## ADMINISTRATIVE POSITIONS

**UNIVERSITY OF ALBERTA.** Endowed Chair in Cardiovascular Research. A Chair in Cardiovascular Research has been endowed at the University of Alberta in Edmonton with the help of the Alberta Heart Foundation and matched by the Department of Advanced Education, Government of Alberta, for \$1.5 million. Applications are now invited for this position with the understanding that the incumbent will bring together a group with the capability of performing high level research in the field of stroke and cardiovascular disease. The position will carry the rank of Full Professor with appropriate salary and benefits. The successful applicant will have a proven record of scientific achievement in the area of cardiovascular research at the basic or applied level. The successful applicant will be eligible for a Joint Professorial Grant from the Alberta Heart Foundation for Medical Research, which includes funds for equipment, renovations and operating. Additional operating funds may be generated by competition for grant support from various agencies such as the Medical Research Council of Canada and the Alberta Heart Foundation. Applicants should send a complete curriculum vitae and the names of three referees. A brief outline of their research accomplishments, as well as their proposed research program, should be provided. A statement regarding other groups and disciplines with whom collaboration should prove useful, and special physical requirements for the proposed research should be provided. The University of Alberta is an equal opportunity employer but is in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Replies should be sent in confidence by August 31, 1985 to Dr. A.B. Jones, Mr. Associate Dean (Faculty Affairs), Faculty of Medicine, 2420 Macleod Avenue, West, Edmonton, Alberta, Canada, T6G 2A7.

## ADMINISTRATIVE STUDIES

**BROCK UNIVERSITY.** School of Administrative Studies. Expanding School is seeking applications for faculty positions in Marketing, Organizational Behavior, Personnel Management, and/or Labour Relations and General Management. DBA or Ph.D. in Business Administration preferred. All positions considered. Rank open, salary and rank will be commensurate with qualifications. Applications should be submitted to the names of three referees should be submitted to Howard W. Proulx, Acting Chairman, Department of Management and Marketing, School of Administrative Studies, Brock University, St. Catharines, Ontario, L2S 3A1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

## AGRICULTURE

**MACDONALD COLLEGE OF MC GILL UNIVERSITY.** Department of Renewable Resources. The Department of Renewable Resources, Faculty of Agriculture, McGill University, is accepting applications for a full-time, tenure-track position at the rank of assistant professor commencing September 1, 1985. A Ph.D. in watershed management, vertebrate ecology, forest ecology and/or wildlife biology is required. The successful applicant will be expected to teach undergraduate and graduate students and to develop an active research programme in one of the above areas. He/she will be expected to teach a one-semester course in Environmental Impact Assessment. Salary will be based on qualifications.

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## Advertising and Censure

**CAUT will carry advertisements from censored universities at the first and second stages of censure only. CAUT refuses ads from universities at the third stage of censure because the Council explicitly recommends that members not take positions at an institution at this stage of censure.**

ed on a floor value of \$30,169 and will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The first instance send applications with a detailed curriculum vitae and the names of three referees by July 31, 1985 to: Dr. R.D. Tilman, Chairman, Department of Renewable Resources, Macdonald College of McGill University, 2111 Lakeshore Road, Ste-Anne, Bellevue, Quebec, Canada, H9X 1G0.

## ART HISTORY

**MC GILL UNIVERSITY.** Faculty of Arts. Department of Art History. Applications are being accepted for a tenure stream appointment for three years at the level of Assistant Professor in the Department of Art History, commencing in September 1985. The successful candidate must be subject to budgetary approval. Qualifications: Ph.D. in Art History. Teaching experience desirable. Positions an asset. Fluency in French an asset. High quality is the first criterion. The successful candidate would be required to teach primarily undergraduate courses and graduate seminars in the area of 19th and 20th century art. He/she will also be expected to participate in administrative and committee responsibilities of the Department. Salary The present (1984-85) Assistant Professor's base salary is \$30,169. The successful candidate will be expected to complete curriculum vitae by Dr. R. Tilman, Chairman, Department of Art History, McGill University, 655 Sherbrooke St. West, Montreal, Quebec, H3A 2B6, Canada. Candidates should request three (3) referees to send letters of recommendation to this same address. Deadline: The closing date is July 31, 1985 or until the position has been filled.

## BIOCHEMISTRY

**UNIVERSITY OF OTTAWA.** Department of Biochemistry. The Department of Biochemistry recherche des candidats pour un poste d'un professeur à temps complets au rang d'adjoint ou d'agréé. Le candidat choisi devra enseigner la biochimie au niveau clinique, mettre sur pied un programme de recherche et participer à l'orientation des étudiants. Les candidats doivent obtenir un doctorat en nutrition ou dans une discipline connexe. Il est désirable que les candidats aient de l'expérience dans le domaine de la diététique. La connaissance de l'anglais est obligatoire. Traitement selon les normes de la convention collective de l'Université d'Ottawa. Une demande accompagnée d'un curriculum vitae, d'une liste de publications, d'un résumé des intérêts de recherche et de trois références au Directeur, Département de biochimie, Université d'Ottawa, Ottawa (Ontario), Canada K1N 6N4, avant le 1 septembre 1985. Le poste restera ouvert jusqu'à ce qu'un candidat approprié soit identifié. Conformément aux exigences canadiennes en matière d'immigration cette annonce s'adresse aux citoyens et aux résidents permanents.

**UNIVERSITY OF ALBERTA.** Department of Biochemistry. Applications are invited for a temporary position of appointment for 6 months duration for a senior Research Associate. This position available immediately is to refine the crystal and molecular structure of a polypeptide chain at 2.0 Å resolution. Can-

didates must be able to supply the low resolution crystal coordinates of the protein and the internally data to 2.0 Å resolution in order to carry out refinement. The successful candidate will receive travel airfare and have living expenses for 6 months (\$25,000) provided by a grant. Only senior protein crystallographers will experience in the protein crystallography field. A detailed curriculum vitae and bibliography and the names of three referees should be sent to Dr. M.N.G. James, Department of Biochemistry, University of Alberta, 116 Biological Sciences Building, Edmonton, Alberta, Canada T6G 2G7 by July 31, 1985. The University of Alberta is an equal opportunity employer in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF OTTAWA.** Department of Biochemistry. Nutritionist. The Nutrition Programme in the Department of Biochemistry is seeking applications for a full-time tenure-track position at the Assistant or Associate Professor level. Responsibilities include teaching Normal and Therapeutic Nutrition courses, career counseling of students for internships and developing a research programme in an area of Nutrition. Qualifications: Ph.D. in Nutrition. A graduate discipline required: experience in Dietetics as well as knowledge of French are assets. Salary depends on rank and experience. Position will remain open until a suitable candidate is found. Please submit application with curriculum vitae, publication list, brief summary of research interests and names of three referees by September 1985 to: Chairman, Department of Biochemistry, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## BIOLOGICAL SCIENCE

**UNIVERSITY OF GUELPH.** Biological Sciences. The College of Biological Sciences is emphasizing its Research and Graduate Programs and invites applications from individuals interested in participating for NSERC University Fellowships. Candidates are reminded that they would be eligible for consideration for any tenure track positions available following their appointment. The following are the areas of research emphasis in the various departments: BOTANY: Growth and development of plants; MICROBIOLOGY: Microbial pathogens of fish; Fermentation technology; Molecular biology; 2D virus reproduction; MOLECULAR BIOLOGY AND GENETICS: Cell and molecular biology of gene expression; Developmental biology; DNA replication and genetic recombination; Human genetics; NUTRITION: Nutritional immunology; Nutritional toxicology; Nutritional biochemistry; ZOOLOGY: Dynamics of marine invertebrate communities; Developmental and reproductive biology; SCHOOL OF HUMAN BIOLOGY: Human physiology; Physical anthropology; Ergonomics; Quantitative biomechanics/bioengineering; Human morphology and human and medical genetics. Successful candidates would have the opportunity of participating in both the undergraduate and graduate teaching programmes. Applications including a curriculum vitae, and a statement of research interests should be forwarded, by August 1st, to: Bruce H. Sells,

Ph.D., Professor and Dean, College of Biological Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1.

## BIOLOGY

**UNIVERSITE DE MONTREAL.** Faculté des arts et des sciences. Département de sciences biologiques. Poste de professeur adjoint. Le Département de sciences biologiques de l'Université de Montréal est à la recherche d'un professeur en biologie du développement animal. Fonctions: Enseignement au premier cycle, embryologie générale et anatomie microscopique (avec travaux pratiques), aux 2e et 3e cycles; cours avancés dans la spécialité du candidat, recherche en biologie du développement animal. Exigences: Ph.D. ou D.Sc. Une expérience pertinente en développement du système nerveux pourrait être un atout. Traitement: Selon les normes de la convention collective en vigueur. De s'inscrire en fonction de la date du 1er septembre 1985. Date de clôture des candidatures: Le 1er août 1985. Les candidats sont priés de faire parvenir leur curriculum vitae, une copie de leurs diplômes et trois lettres de recommandation à: M. Roch Carboneau, Directeur, Département des sciences biologiques, Université de Montréal, C.P. 6128, succursale A, Montréal (Québec), H3C 3J7. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens et aux résidents permanents au Canada.

**UNIVERSITY OF WINNIPEG.** Department of Biology. Applications are invited for a two-year term appointment post at the rank of instructor to commence September 1, 1985. This appointment is subject to budgetary approval. The successful candidate will instruct bioanatomy in Human Anatomy and Physiology and introductory Biology. Teaching experience in Biology required. Teaching experience preferred. Salary commensurate with qualifications and experience. Candidates should submit a curriculum vitae and arrange for three letters of reference to be sent to: Dr. W. Evans, Acting Chairman, Department of Biology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3S 0A9. Applications will be accepted until June 30, 1985, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITE DE MONTREAL.** Faculté des arts et des sciences. Département de sciences biologiques. Professeur de biologie animale et biologie. Fonctions: À l'undergraduate level, one general embryology course with labs, one general animal anatomy course with labs. At the graduate level: advanced courses in the candidate's specialty. Research: A developmental animal biology research program. Participation in actual research program centered on the development of the nervous system would be an asset. Other Conditions: Required diploma: Ph.D. or D.Sc.; teaching language: French. Salary: In accordance with the collective agreement. All interested candidates should submit a letter, their curriculum vitae, copies of their publications, as well as names and addresses of three (3) people to serve as referees, before August 1st, 1985 to: Professor Roch Carboneau, Département de sciences biologiques, Université de Montréal, C.P. 6128, succursale A, Montréal (Québec), H3C 3J7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## Publicité et Censure

**L'ACPU accepte les annonces des universités frappées de la censure. L'ACPU refuse les annonces des universités à la troisième étape de la censure parce que le Conseil recommande explicitement aux membres de ne pas accepter un poste à une université qui en est à cette étape.**

a Ph.D. and be prepared to teach Developmental Biology/Vertebrate Anatomy/Introductory Biology. Applicants must have the ability to teach effectively and have a proven record in research. Send curriculum vitae and the names of three referees to: Dean of Graduate Studies and Research, Saint Vincent University, Halifax, Nova Scotia, B3K 2L6. In accordance with Canadian Immigration and Immigration Regulations, consideration in the first instance will be given to Canadian citizens and permanent residents.

## BIOMECHANICS

**UNIVERSITY OF GUELPH.** Physiological Biomechanics. The School of Human Biology at the University of Guelph is seeking applications for a tenure-track position at the Assistant Professor level. The position is seeking a person with a Ph.D. or equivalent doctoral degree, an active research programme, and teaching experience in one or more of the following: Cardiovascular Mechanics, Orthopaedic Biomechanics, Pulmonary Flow, Ergonomics, and Occupational Biomechanics. Neuroanatomical Control, research related to human biomechanics. The School of Human Biology is a research-oriented department. The department. The School's current areas of strength include: Quantitative Biomechanics, Vertebrate Physiology, Physical Anthropology, Morphology, Human and Occupational Biomechanics, and Physiological Aspects of Behaviour. Applications for this position should be submitted to the following: approval should include a curriculum vitae and names of three referees and should be sent, in confidence, to: Dr. R.S. Smith, Dean, School of Human Biology, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

## BOTANY

**UNIVERSITY OF TORONTO.** Botany. The Botany Department of the University of Toronto is seeking candidates for faculty positions at the Assistant Professor level under the NSERC University Research Fellowship programme. Although appointments are invited from suitably qualified candidates whose research interests are in the area of plant molecular biology and genetics, plant pathology or developmental plant biology, candidates in all areas of plant sciences will be considered. Salary will be at the Assistant Professor level and commensurate with experience. The successful candidate will be expected to conduct independent research programmes, collaborate with other faculty in the Department in the development of active research groups and teach in that area of expertise. The successful applicant's appointments would start as soon as possible after the date of appointment is 1 July, 1985. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## BUSINESS

**THE UNIVERSITY OF ALBERTA.** Faculty of Business. Applications are invited for full-time tenure-track faculty positions in the areas of teaching and research interests in Accounting, Management Information Systems, Finance, Industrial Relations, Management Science/Production, and Marketing. Ph.D. or equivalent required. Successful candidate should be at the completion stage of degree to SBA and rank depend on qualifications. Ranges are Assistant Professor \$27,920 to \$41,820; Associate Professor \$32,420 to \$55,365; Professor from \$48,010. In addition, market supplement to ensure competitive offers are available. Appointments normally effective July 1st. Positions subject to availability of funding. Send resume to: Dr. R.S. Smith, Dean, Faculty of Business, The University of Alberta, Edmonton, Alberta, Canada, T6G 2B6. The University of Alberta is an equal opportunity employer.

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Ph.D., excellent research record, and a strong theoretical foundation in the areas of Physical, Statistical, and/or Theoretical Dynamics and ability in undergraduate and graduate teaching. Salary determined by the candidate's qualifications and experience. Present Assistant Professor salary minimum is \$26,100. Curriculum vitae and names of three referees to Dr. J. Grindley, Chairman, Department of Physics, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. Telephone 519-885-1231 ext. 22. The deadline date for applications is July 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

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**UNIVERSITY OF NEW BRUNSWICK**  
**History.** The Department of History at the University of New Brunswick is seeking a candidate to be tenured or tenure-track position in Modern Military History, and upon the candidate should have a completed Ph.D. at time of application. The candidate should be in the direction of an established graduate programme in Military History and the teaching of senior undergraduate students. The emphasis should be in military topics, such as a broad introductory survey. Applicants should send a C.V. and three letters of reference to Dr. Peter Kent, Chair of the Department of History, University of New Brunswick, Fredericton, N.B. E8B 5A3. The appointment will be effective from July 1, 1986. Applications should be received by November 1, 1985. In accordance with Canadian Immigration requirements, priority must be given to Canadian citizens and permanent residents of Canada.

**QUEEN'S UNIVERSITY, Medicine**  
Queen's University, Department of Medicine invites applications for a position as an academic Nephrologist. An individual is sought who is able to mount a high quality, research program (approximately 50% time commitment), while participating in an active clinical nephrology program (including dialysis and transplant) and in the undergraduate and postgraduate teaching of medical students. A full time university appointment. Academic rank and salary commensurate with experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Candidates of both sexes are equally encouraged to apply. Send curriculum vitae and names of three referees to: Dr. H.B. Glassfield, Professor and Head, Department of Medicine, Queen's University, Kingston, Ontario, Canada K7L 3N6.

**YORK UNIVERSITY, ATKINSON COLLEGE** Philosophy. Tenure track position in Philosophy Rank and salary commensurate with qualifications. Ph.D. is required. Responsibilities include teaching and supervising General Education courses in Informal Reasoning, and in the Graduate Programme in Philosophy. Demonstrated achievement in research and publication, and applications including letters from three external academic referees, should be sent to: Professor K. T. Fonn, Chairman, Department of Philosophy, York University, 4700 Keele Street, North York, Ontario, M3J 2R7. In accordance with Canadian Immigration requirements, this advertisement is open to Canadian citizens and permanent residents.

**And Cytogenetics** Teaching responsibilities of this position include B.Sc. (Agr.) and Associate Diploma in Agriculture courses and Supervision of students. The successful candidate will be expected to initiate and maintain a vigorous research program with particular emphasis on Horticultural Plant Germplasm Development, and to foster good relations with the University and the Horticultural Industry. Personal data, transcripts of University record names and addresses of at least three professional referees, together with a complete list of publications and other scholarly activity should be sent to: Director of Horticulture, Department of Horticultural Science, Department of Horticulture, University of Guelph, Guelph, Ontario N1G 2W1. Deadline date for application is July 1, 1985. In accordance with Canadian Immigration requirements, the successful candidate must be a Canadian citizen and permanent resident.

## JOURNALISM

## JOURNALISM

**CARLETON UNIVERSITY, Journalism.** one-year term appointment for a reporting instructor at the level of assistant professor. Preference will be given candidates with advanced academic degrees and substantial experience in reporting and subediting, training and broadcasting. In accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. This position is open to both men and women. Please submit your curriculum vitae and references to: G.S. Adam, Director, School of Journalism, Carleton University, Ottawa, Ont., K1S 5B6.

## MATHEMATICS

## MATHEMATICS

CARLETON UNIVERSITY, Department of Mathematics and Statistics. The Department of Mathematics and Statistics wishes to sponsor strong candidates for the Natural Sciences and Engineering Research Council of Canada (NSERC) 1986-87 University Research Fellowships Competition. These Fellowships are the highest research positions (with a review of the research program) available to a graduate at or at most one course throughout the academic year. Interested applicants should be Canadian Citizens or Land Immigrants and should send their Curriculum Vitae, a letter of recommendation, and a letter from the S.M.A. (Sawmehlah, Chairman, Department of Mathematics and Statistics, Carleton University, Ottawa, Canada, K1S 5B6). Applicants should arrange for at least three references to be sent to the above address. All documentation should reach the department by August 1, 1986.

1985.  
THE UNIVERSITY OF WESTERN C

THE UNIVERSITY OF WESTERN ONTARIO  
FACULTY OF MATHEMATICS  
Department of Mathematics at the University of Western Ontario wishes to sponsor a strong candidate who has research interest in an area of Analysis for an NSERC University Research Fellowship in the 1985-86 Competitions. The term of the Fellowship is normally five years with a review in the third year. The primary emphasis is on research, but a Fellow will be asked to teach one course throughout the academic year. Applicants, who must be Canadian citizens or permanent residents of Canada, should send a curriculum vitae and ask three referees to send letters of support to: Dr. D. Borwein, Head, Department of Mathematics, University of Western Ontario, London, Ontario N6A 3K1, Canada. Applications should reach the department by August 15, 1985.

## MEDICINE

**THE LONDON REGIONAL CANCER CENTRE.** Academic Radiation Oncologist. The London Regional Cancer Centre (L.R.C.C.) of the Ontario Cancer Treatment and Research Foundation seeking a well-qualified Radiation Oncologist with an interest in research and teaching. This seventh position in Radiation Oncology within this Regional Centre is a new position. The L.R.C.C. treats 2,700 new patients with cancer each year and is a multidisciplinary clinical centre with active programs in basic and clinical research.

## MUSIC

**ST. FRANCIS XAVIER UNIVERSITY**  
Department of Music. Position: Woodwind Specialist. Duties: Responsible for applied woodwind instruction to wind students. Other duties would include the teaching of theory/history of ensemble; Qualifications: Master's degree; Professional performance experience an asset; University teaching or graduate level instruction preferred. Appointment: September 1, 1985. Salary: Dependent upon qualifications and experience. Application Deadline: Will be considered on a rolling basis. Resume to be filled. Application: Send resume, recent cassette tape of performance and three letters of recommendation to: Chairman, Department of Music, Box 106, St. F.X. University, Ignition, Nova Scotia, B2G 1C0. In accordance with Canadian Immigration regulations, the successful candidate must be in the first instance to Canadian citizens and permanent residents.

## PARASITOLOGY

McOILL UNIVERSITY. Molec

**SAINT THOMAS MORE COLLEGE (A FEDERATED ROMAN CATHOLIC ARTS AND SCIENCES COLLEGE) SASKATCHEWAN, P.R.** Philosophy Applications are invited for a tenure track appointment at a rank of Assistant Professor in the Department of Philosophy. Qualifications: A Ph.D. or equivalent, teaching experience, publications desirable. Area of Specialization: 1) History of Philosophy (e.g., Plato, Aristotle, Hegel, Husserl and Heidegger, 2) Philosophy of religion (including understanding of the religious tradition), 3) Some acquaintance with medieval philosophy and theology. Applications including curriculum vitae, list of references and salary history should be sent to E.J. McCullough, Chairman, Department of Philosophy, Saint Thomas More College, 1000 University Avenue, Saskatoon, S7N 0W6. Application deadline: Nov. 1, 1985. In accordance with Canadian immigration requirements, this advertisement is open to all qualified citizens and permanent residents.

## PHYSICAL EDUCATION

**McGILL UNIVERSITY.** Department of Physical Education. The Department invites applications for a full time position: Rank: Assistant Professor, Qualifications: M.A. or Ph.D. in Physical Education, experience. Nature Of Duties: Teaching undergraduate courses in recreation education and outdoor education, Counseling recreation students in their courses and field work, Participate and meet the research and service responsibilities of the Department. Salary: dependent on September 1, 1985 pending approval from University. Salary: Dependent upon qualifications and experience. Applications: Letter of application, curriculum vita and the names and address of 3 referees should be sent to: Chairman, Department of Physical Education, 405 Avenue Du Parc, McGill University, 757 Pine Ave. West, Montreal, Quebec, H2W 1S4.

## PHYSIC

**THE UNIVERSITY OF LETHBRIDGE**  
Faculty of Arts and Science, Department  
of Physics  
Qualifications: Applications are invited  
from candidates who currently hold or  
expect to hold a NSERC University  
Research Assistantship in the field of Solid  
State Physics. Successful completion  
according to the university criteria of the  
first five-year NSERC Fellowship could  
lead to a three-year contract with the  
university with the second term of the Fellowship  
providing the university establishes such a  
position. 3 Responsibilities: The suc-  
cessful candidate will be expected to have the ability to teach at the undergraduate  
level and engage in quality research. 4. Minimum Salary: 1984-85 \$12,000.00  
plus \$2,319.50. Applications including a  
curriculum vitae, and the names of  
three referees should be sent to: J.L.  
Dunlop, Dept. of Physics, University  
of Lethbridge, 4401  
University Drive, Lethbridge, Alberta, T1K  
3M4. 6. Effective Date: When filled. 7.  
Date of Expiry: 31.12.84.

**UNIVERSITY OF WATERLOO, Physics.** The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some research duties may be assigned. Structures outlining current research programs will be sent on request. Applicants should send a resume and names of 3 referees to: Prof. F.W. Boswell, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF GUELPH, Physics.** An appointment being made for a full-time lecture position at the Assistant

## PHYSIOLOGY

**DALHOUSIE UNIVERSITY, Physiology and Biophysics, The Department of Physiology and Biophysics requires a Postdoctoral Fellow (Neurophysiology/Neurochemistry). The person will be required to record from hippocampal and neocortical slices and use electrophysiological codes to correlate with release of transmitter amino acids collected in the effluent. The candidate will have to have the required knowledge to process recorded potentials on a computer and be familiar with such techniques as microdialysis, and electrophysiological and epileptic loci. A recent Ph.D. in neurosciences is a requirement. Please contact Dr. J.C. Szerb, Dept. of Physiology and Biophysics, Dalhousie University, Halifax, N.S. B3H 4J7, in accordance with Can. Immigration requirements for a student and permanent resident. Canadian citizens and permanent residents.**

## POLITICAL SCIENCE

**THE UNIVERSITY OF WESTERN ONTARIO**, Department of Political Science, The Department of Political Science at the University of Western Ontario, has an opening in the field of Political Theory at the rank of Associate Professor or above, effective July 1, 1986. It is expected that the successful candidate will be tenured. Preference will be given to candidates with a strong interest in a complementary sub-field of the discipline. The Department will consider applications from persons with a Ph.D. and a strong research record, supported by publications of high quality. Salary commensurate with rank and experience. Applicants should submit a detailed curriculum vitae, a letter of recommendation, and the names of three referees. Deadline for the receipt of applications: December 1, 1985. Apply to: Dr. M. Westmacott, Chairman, Department of Political Science, University of Western Ontario, London, Ontario, N6A 5C2.

SITY OF NEW BRUNSWIC  
JOHN CAMOUS, Reine

**SAINT JOHN'S COLLEGE, POLITICAL SCIENCE, SESSION 1986-87.** Position available for a full-time, permanent, non-tenured, non-academic staff member in the area of environmental, comparative and/or Canadian Public Administration, Canadian Government and Introductory Political Science. Interests in teaching at undergraduate level; desire to participate in inter-disciplinary opportunities on small urban campus. It is planned to offer the position from 1 January, 1985 to December 31, 1986. Ph.D. and/or M.A. degree preferred. Near-completion of degree preferred. Priority given to Canadian Citizens. Salary and benefits based on experience. Submit curriculum vitae and three references to: **Dr. J. J. O'Connell, Director of Human Resources, Saint John's College, 100 New Brunswick, P.O. Box 505, St. John's, Newfoundland, Canada A1B 4X6.**

## PSYCHOLOGY

**ROYAL OTTAWA HOSPITAL.** Psychology, Post Doctoral Clinical Research Fellowship in Rehabilitation Psychology. This is a two year appointment in the Department of Psychology of the Royal Ottawa Regional Rehabilitation Centre. The centre is a teaching hospital affiliated with the University of Ottawa on the new Health Sciences Complex. Applicants will conduct research and receive supervised clinical training in one or more of the following treatment programs: pain management, communication disorders, multiple



sciences, respiratory disorders, spinal cord injury, stress management, social skills, vocational counselling, stroke & neurophysiology. The University of Psychology, demonstrated abilities and interest in combining clinical and research activities. The above named Canadian citizens and permanent residents will be given preference. Salary \$24,000 per year. For further information please contact: Personnel Department, Royal Victoria Hospital, Rehabilitation Centre, 505 Smyth Road, Ottawa, Ontario, K1H 8M6.

**ROYAL VICTORIA HOSPITAL, Psychology.** Rehabilitation Psychologist. The Department of Psychology is opening for a psychologist with skills and experience in vocational assessment and counselling of adult physically disabled clients, primarily cardiac in nature. The candidate is a teaching hospital affiliated with the University of Ottawa and is on the new Health Sciences Complex. Applicants will be expected to supervise the clinical service, establish a productive research program and take part in the department's accredited clinical training programs. Qualifications: Ability to be registered as a Psychologist in Ontario, demonstrated ability and interest in combining clinical and research activities within the vocational field. Canadian citizens and permanent residents will be given preference. Salary \$43,000 - 45,000 depending upon experience. Send curriculum vitae and references to: Personnel Department, Royal Victoria Hospital, Rehabilitation Centre, 505 Smyth Road, Ottawa, Ontario, K1H 8M6.

**UNIVERSITY OF ALBERTA, Department of Psychology.** Chalmers. Applications are invited for the position of Chairman of the Department of Psychology. We are looking for a scholar with research and leadership qualities to direct the Department. The candidate must have a Ph.D. and a strong background in both the Faculty of Arts and the Faculty of Science. This position involves undergraduate and graduate programs in each Faculty. The position requires a dynamic individual who must be comfortable in communicating with staff, students, and the public. The successful candidate will be appointed in the appropriate Faculty. Interested individuals should submit a curriculum vitae, a summary of research interests and their names and addresses of three referees to: Dr. T.H. White, Dean of Arts, The University of Alberta, Edmonton, Alberta, T6G 2G1. This is an equal opportunity employer, but in accordance with Canadian Immigration requirements, a Certificate of Sponsorship is required. The advertisement is directed to Canadian citizens and permanent residents.

**St. FRANCIS XAVIER UNIVERSITY, Psychology.** 1. The Department of Psychology is seeking a Ph.D. in an active research program and a teaching experience in psychology. Developmental psychology are asked to apply. 3. Appointment to commence September 1, 1985. 4. The successful candidate will be expected to teach and supervise, copies of recent publications and letters of reference should be sent to: Dr. M. Schwartz, Department of Psychology, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 2X9. The University is an equal opportunity employer. In accordance with Canadian Immigration requirements, a Certificate of Sponsorship is required. The advertisement is directed to the first instance to Canadian citizens and permanent residents.

**BROCK UNIVERSITY, Psychology.** The Child Studies Program at Brock University, St. Catharines, Ontario, invites applications for a two-year (23 months) limited term teaching position. Qualified applicants with a Ph.D. in developmental psychology or related fields are invited to apply. Applicants should have an active research program, and experience in teaching courses in child development. The position will involve laboratory course on observation and evaluation research in child development. The position will require teaching and leading seminars as well as developing a number of laboratory units and assignments. The appointment commences August 1, 1985. In accordance with Canadian Immigration requirements, preference will be given to Canadian citizens and permanent residents. Please send curriculum vitae and references to: Dr. J. Segal, Coordinator, Child Studies Program, Brock University, St. Catharines, Ontario, L2S 3A1. The Child Studies Program at Brock is an interdisciplinary program involving faculty from the Departments of Psychology, Sociology, Education, Biology and Physics.

#### RELIGIOUS STUDIES

**THE UNIVERSITY OF ALBERTA, Department of Religious Studies.** Applications are invited for the position of part-time instructor to teach one full course in the Religion, September - April. Applicants should have major competence in Greek Orthodox religious studies. Please send curriculum vitae and references to: Dr. P.J. Cahill, Chairman, Department of Religious Studies, University of Alberta, Edmonton, Alberta, T6G 2G1. This is an equal opportunity employer. In accordance with Canadian Immigration requirements, a Certificate of Sponsorship is required. The advertisement is directed to Canadian citizens and permanent residents.

#### RURAL ECONOMY

**UNIVERSITY OF ALBERTA, Forest Economics.** Applications are invited for a part-time position in forest economics. Applicants should have interest in and knowledge of the forest industry, as well as strong economic and quantitative abilities. Knowledge/potential in social aspects of forestry would be desirable.

Candidates should possess a Ph.D. degree or equivalent. Preference will be given to applicants at the Assistant Professor level. The successful candidate will be expected to teach curriculum vitae and references to: Dr. J. Segal, Coordinator, Child Studies Program, Brock University, St. Catharines, Ontario, L2S 3A1. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, a Certificate of Sponsorship is required. The advertisement is directed to Canadian citizens and permanent residents. Others are invited to apply.

#### SCIENCE

**THE UNIVERSITY OF WESTERN ONTARIO, Department of Statistical and Actuarial Sciences.** The Department of Statistical and Actuarial Sciences of the University of Western Ontario invites applications for a probation position in actuarial science. Salary and rank will be commensurate with qualifications and experience. Appointments will be made subject to funding being available in accordance with Canadian Immigration requirements. This advertisement is directed to Canadian Citizens and Permanent Residents of Canada. Applications should be sent to: Dr. R.B. Miller, Chairman, Department of Statistical and Actuarial Sciences, University of Western Ontario, N6A 3W1. Deadline for receipt of applications July 31, 1985 or upon position is filled in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF WATERLOO, Faculty of Science.** Applications are being accepted for teaching and research positions at the Assistant Professor level in the Faculty of Science in Scientific Applications and Computing. The position includes a Ph.D. and a strong background in both the Faculty of Arts and the Faculty of Science. This position involves undergraduate and graduate programs in each Faculty. The position requires a dynamic individual who must be comfortable in communicating with staff, students, and the public. The successful candidate will be appointed in the appropriate Faculty. Interested individuals should submit a curriculum vitae, a summary of research interests and their names and addresses of three referees to: Dr. T.H. White, Dean of Arts, The University of Alberta, Edmonton, Alberta, T6G 2G1. This is an equal opportunity employer, but in accordance with Canadian Immigration requirements, a Certificate of Sponsorship is required. The advertisement is directed to Canadian citizens and permanent residents.

**St. FRANCIS XAVIER UNIVERSITY, Psychology.** 1. The Department of Psychology is seeking a Ph.D. in an active research program and a teaching experience in psychology. Developmental psychology are asked to apply. 3. Appointment to commence September 1, 1985. 4. The successful candidate will be expected to teach and supervise, copies of recent publications and letters of reference should be sent to: Dr. M. Schwartz, Department of Psychology, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 2X9. The University is an equal opportunity employer. In accordance with Canadian Immigration requirements, a Certificate of Sponsorship is required. The advertisement is directed to the first instance to Canadian citizens and permanent residents.

#### SOCIOLOGY

**UNIVERSITY OF MANITOBA, Sociology.** Applications are invited for a tenure-track position at the Assistant Professor level, commencing July 1, 1985 or upon position is filled. The position includes a Ph.D. and a strong background in both the Faculty of Arts and the Faculty of Science. This position involves undergraduate and graduate programs in each Faculty. The position requires a dynamic individual who must be comfortable in communicating with staff, students, and the public. The successful candidate will be appointed in the appropriate Faculty. Interested individuals should submit a curriculum vitae, a summary of research interests and their names and addresses of three referees to: Dr. T.H. White, Dean of Arts, The University of Alberta, Edmonton, Alberta, T6G 2G1. This is an equal opportunity employer, but in accordance with Canadian Immigration requirements, a Certificate of Sponsorship is required. The advertisement is directed to Canadian citizens and permanent residents.

#### TRANSLATION

**UNIVERSITE DE MONTREAL, Faculté des études et des sciences, Département de linguistique et de philosophie.** Section de linguistique. On cherche un professeur titulaire à temps plein. Les fonctions: Enseignement de la traduction générale et spécialisée (français-anglais, anglais-français); direction de mémoires de maîtrise et de thèse; supervision d'étudiants en recherche postdoctorale; expérience professionnelle: par exemple, connaissance de l'usage linguistique. Traitement: 15 heures par semaine. Salaire: 15,000 \$ par an. Durée du contrat: un an, renouvelable. Les candidats doivent avoir une maîtrise en linguistique et une expérience professionnelle. Les candidats sont priés de faire parvenir leur curriculum vitae au: Directeur, Département de linguistique et de philosophie, Université de Montréal, C-128, Succursale A, Montréal (Québec), H3C 3J7.

**UNIVERSITY OF MONTREAL, Faculty of Arts and Sciences, Department of Linguistics and Philosophy, Translation Section.** The full-time position is available for a Ph.D. holder. Qualifications: M.A. or equivalent, relevant experience in translation. Knowledge of French and English. Quotas: Teach general and specialized translation. Salary: \$15,000. Closing date for application: 15 July 1985. Apply to: Chairman, Department of Linguistics and Philosophy, Université de Montréal, C-128, Succursale A, Montréal (Québec), H3C 3J7.

#### VETERINARY MEDICINE

**UNIVERSITY OF GUELPH, Senior Faculty Position in Veterinary Clinical Pathology.** A tenure track position is

available immediately at the rank of Assistant or Associate Professor with commensurate salary. Applicants should have a D.V.M. and a Ph.D. or Ph.D. degree, preferably a Ph.D. or Ph.D. Sc. in a related field. The successful candidate will be expected to teach curriculum vitae and references to: Dr. J. Segal, Coordinator, Child Studies Program, Brock University, St. Catharines, Ontario, L2S 3A1. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, a Certificate of Sponsorship is required. The advertisement is directed to Canadian citizens and permanent residents. Others are invited to apply.

#### ZOOLOGY

**UNIVERSITY OF GUELPH, Zoology.** The Department of Zoology at the University of Guelph has a tenure-track position available, to be filled at the rank of Assistant Professor. The successful candidate will be expected to undertake teaching duties in established courses in vertebrate anatomy and fisheries science. The candidate will also be expected to develop or continue an active research program and to supervise graduate students. The position will be given to applicants with a background in population genetics and an interest in fisheries biology, especially aquaculture and fish stock rehabilitation. The Department has 15 undergraduate courses (including fisheries) with 450-500 majors as well as 70 M.Sc. and Ph.D. students in accordance with Canadian Immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae, research interests and names of three referees should reach: Prof. R.C. Anderson, Chairman, Department of Zoology, University of Guelph, Guelph, Ontario, N1G 2W1 by December 1, 1985. This position is subject to final budgetary approval.

#### FACULTY EXCHANGE CENTRE

**THE FACULTY EXCHANGE CENTRE, non-profit, faculty-administered, helps arrange teaching and adult housing exchange between North America and overseas. For details send self-addressed envelope to: The Faculty Exchange Centre, 1000 Avenue, Lancaster, Pennsylvania, U.S.A., 17603.**

#### ACCOMMODATION

**LONDON England 2 born app. 2km from City, Pentium, Leaky Square, St Paul's Church, 418-282-820 or 150 W. Heelin, North Vancouver, B.C. Modern 1 1/2 furnished 3 b.r. house with sweeping views and ocean view. Close to shopping. 1 Sept. 85-1 Aug. 86. \$600/mo. Ted Hicklin 604-291-3731.**

#### LATE ADS

**THE UNIVERSITY OF ALBERTA, The-Bornal Institute for Northern Studies.** Applications are invited for the position of Director, Bornal Institute for Northern Studies, University of Alberta. Applicants should be recognized academic scholars in Arctic or sub-Arctic research. Preference will be given to applicants with extensive experience in teaching and research in interdisciplinary programs. Exposure to international programs, and to government, private enterprise and native groups will be an asset. The Director is expected to spend about half his time as leader of a multidisciplinary institute supporting and coordinating northern research and academic programs. The other half of the Director's time is to be spent in a teaching department in the University of Alberta. Secondment arrangements from another university, government or industry will be considered. The appointment is for a period of up to five years, starting on early January and possible extension according to experience. Applications and names of at least three referees should be sent to: Dr. Baha Abehusein, Associate Vice-President (Research), 33 University Mall, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G9. Closing date for applications: September 15, 1985. The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, a Certificate of Sponsorship is required. The advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF LETHBRIDGE Library.** The University of Lethbridge Library invites applications for the position of Coordinator, Collections Development. This is a senior position responsible for the University's collection of books and periodicals, and the development of library collections, primarily in support of undergraduate programs. The incumbent also participates in the planning and implementation of library policy. Quotas include planning and development of collections and acquisitions policies; preparation and implementation of academic policies; liaison with academic departments; supervision, training, and coordination of the collections development activities of Information Services Librarians; selection of materials in the humanities; preparation of grant requests; liaison with the Acquisitions Section of the Library and promotion of the Library's donations program. The incumbent is also responsible for the provision of reference services, online search services, and bibliographic instruction, particularly in the humanities. Qualifications: M.L.S. degree from an accredited Library School or equivalent; academic background in the humanities, preferably with an advanced degree; a solid background in academic librarianship or equivalent with several years progressively responsible collections development experience; familiarity with electronic information sources; ability to

do on-line searching; good human relations; communication and problem solving skills; initiative, judgement and resourcefulness; ability to work as part of a team in a smaller academic library than a large research library. Salary of \$47,000 under review depending on qualifications. Excellent benefits. Please send curriculum vitae and references to: 3100 University of Lethbridge, Lethbridge, Alberta, T1K 3M4.



#### "Keegstra-in"??

I sure hope Dr. Susan McDaniel is trying to be funny in her piece in the May Bulletin. If she's not, then she comes real close to what should be called academic "Keegstra-in."

My colleagues in Canadian history have told me about Canadian nativism, told me I could not hope to be accepted by the native born. I sort of believed them, but I didn't really believe that when the

court made me a Canadian it only applied to passport and political matters, not to academic ones.

My being in Canada and working in a Canadian university for twenty years cannot erase my California childhood or my Stanford education (not that I'd want it to do so). This being the case, what will I tell the graduate students that I have taught and supervised during this time? That University of Alberta degrees in sociology and anthropology

#### Freedom of flow

The article... by Susan McDaniel probably presents a quite common view of the influence and effect of American academics on the Canadian academic scene. I would like to point out there is another side to the position she takes. There are some personal reasons for my comments which I will point out later, but right now I would like to proceed on some general points.

The question of the effect of academic imports on the academic sector is analogous to the debate on free trade with the United States, or any other country, do we not go good to our economy and our standard of living by protecting local industries with trade barriers or by gaining access to the world market so that our better businesses have a larger market? The corresponding point that Miss McDaniel makes is that the academic scene in Canada has suffered because American scholars were allowed free or relatively free access to Canada. The "free market" approach has not worked.

I would propose the opposite may be true — Canada has benefited from that immigration.

For instance, Miss McDaniel pointed out in her article that some Canadians have been seeking training or employment in the United States, and this would indicate to me that their academic preparation has to be reasonably good to allow such a possibility. The attraction of

foreign Universities to foreign students could also be taken as another indication of the Canadian academic level. The final judgment whether this level has been helped or hindered by American immigration probably depends on the particular field one is examining, and is beyond my limited comments here. However, there is an even more general aspect to be considered, since academic scholarship doesn't usually proceed in an atmosphere of restriction. That's just the debate connected with the Reagan Administration trying to restrict dissemination of certain research results and with defence related research in general.

In the general context, one could imagine that the Renaissance and our modern world owes part of their character to an increase in scholarly travel. Certainly the restriction on scholarly travel, whether in the permanent or temporary sense, attacks one of the underpinnings of modern scholarship. The free flow of information and ideas here being connected with personal contact, is usually taken as necessary for good scholarship.

When discussing general rules and regulations on such a large topic as immigration, it's easy to lose the feeling for what happens on the more personal level, though Miss McDaniel does give a personal example. When the crunch comes, it is this level that affects scholars most directly, and it is also important to me since I am an American and

developed merely to counter such discrimination.

As a female who has attended three universities and taught in four, I can tell you that discrimination on the basis of sex does exist AND basis of sex does depend (depending, of course, on time and place considerations). However, if one is struggling to make a career within one of the pockets of discrimination (which I

am tainted by the American backgrounds of their mentors? I hope this "entrenched Yankee academic" has not hurt the chances of his students in competing for academic employment in their (pardon me *our*) own country.

I hope Professor McDaniel is not really serious about us "Foreign" (by training) academics" not obeying the academic law turning our own students away from our own Canadian departments. If she is she's damned wrong and she owes me an apology (as does her publisher and my organization CAUT).

A.D. Fisher  
Anthropology  
Alberta

looking for a new position.

It is one's research which determines academic advancement, and in my field very little research is conducted at universities, most being conducted by the Federal Government or in very goal oriented projects in the commercial sector. While things may not be flexible in the commercial sector, I have had it stated directly to me that the policy of the Federal Government through the Public Service Commission is to give preference to citizens over landed immigrants, and with the new emphasis on deficit reduction it doesn't appear that there will be lots of positions available.

Well then, it seems a return to my native country may be necessary — a situation, which the general tone of Miss McDaniel's article would indicate, would be an improvement. On the other hand, most of the residents of this country would not need to go back too far among their forebears to find immigrants, so I find there is now a lack of consistency in asking for restrictions.

One final point I would like to make. Following my exit from Canada as a good thing, one should note that I take my family with me, and my children are more Canadian than anything else, in fact one is an official Canadian. On whatever side of the border, I think my children will make good citizens, and Canada would be worse off if they had to leave.

T.E. Kelher  
Physics  
Memorial

assume is Nom de Plume's situation), in one's despair one could be tempted to generalize. On the other hand, Nom de Plume's complaining attitude has also committed the same error in logic.

Both generalizations are unscientific, but perhaps one is more understandable or forgivable than the other.

Louise M. Arthur  
Agricultural Economics  
Manitoba



**INSTITUTE from page 1**  
to his cabinet colleagues by the Minister of Education (Terry Donahoe) and he should have realized that no money would be saved in the short run."

That the closure was basically a financial decision was underlined by the fact that the MPHEC recommended, following the shutdown, that a modified version of the Institute's Open Access Study Plan (OASP) be kept alive by other universities. The Plan allowed master's and doctoral degrees in Education, usually on a part-time basis.

Another "major" factor which seems to have been ignored, and continues to be

ignored, is the need to upgrade science education in the schools of Nova Scotia if that province hopes to participate in the technological advances of the future. A program for in-service training for science teachers was underway when the AIE was closed."

#### MPHEC no help

As well as OASP, the Institute's closure ended projects involving other Maritime provinces, especially the Cooperative Program in Graduate Studies in Education with Prince Edward Island. The report said it would at least have been "good manners" for the Nova Scotia government to have consulted

MPHEC before closing the Institute, and "One might hope that the MPHEC therefore protested to the Nova Scotia government," "but as far as the inquiry could determine, "...no such protest was made."

"The impact of the government's action on 20 August 1982 on the people at the AIE was very distressing. (There were 69 master's and doctoral students; 12 faculty and 14 support staff.) From week to week, they were uncertain about what would happen. (Protests by NSCUFA, the CAUT, faculty associations across the country, and teacher and labor organizations helped stave off the closing until

Jan. 31, 1983.)

#### Minister no help

"The academic staff and other employees had to seek alternative employment in a time of recession, and at a time of year when university positions are not usually available. In fact, it was only in September 1984 that the last of the academic staff members found a fairly regular new appointment. (Students were to complete their courses with the cooperation of Dalhousie University.)

Education Minister Donahoe should have realized this, and if closure was inevitable, "he should have advised cabinet to phase out AIE rather than close it im-

mediately. If he had given such advice and his advice had been ignored, the matter was so serious, both in terms of humanity and in terms of role and responsibilities of government departments, that he should have resigned from cabinet."

#### Professors no help

Finally, "the professoriate in Halifax must share some small part of the blame for the draconian fiasco of AIE closure. A greater willingness to cooperate and accept different approaches to postgraduate education might have led to some agreement to amalgamate the AIE party with the Nova Scotia Teachers College (in

the town of Truro) and partly with Dalhousie University, and such an agreement seems likely to have prevented the foolish action of the Nova Scotia government coming to fruition.

"It may be that funding agencies will look twice before awarding funds for research in Education to professors in Halifax, especially the Donner Foundation which had given a grant of \$250,000 to the AIE and the Mott/Windsor Foundation which had awarded \$100,000. Although that would be a form of poetic justice, it would likely affect least those people involved in the 'politicizing' around the AIE."

#### BUDGET from page 1

average Canadian citizen. And the 5 percent guideline sounds suspiciously like the 6-and-5 program of the Liberals, which the opposition Conservatives vigorously attacked when the Liberals applied it to the transfer for postsecondary education.

#### CAUT President upset

The President of CAUT, Prof. E. O. Anderson, strongly reacted to this decision: "Postsecondary education and social programs rank high in federal budget cuts. Mr. Wilson's announced \$2 billion reduction in the federal transfer payments adds to the concerns for the future of social and educational development in Canada."

All this underlines the importance of the CAUT's proposed Model Act, adopted by the Council in 1984, which would stabilize federal/provincial funding in a rational way. It is clear that any party that is in power in Ottawa will regard the transfers as a fiscal target, so long as the provinces insist that this money is merely a no-strings gift. The tone will be politer with the Conservatives, but the results will be the same.

#### Everybody hit

Academic staff like all other Canadian taxpayers were affected by the direct and indirect increases in taxation. Everyone will pay more because of the change in indexing of the income tax. The majority will also have to pay the surtax on incomes over \$40,000.

Those with children will lose exemptions, and those with RHOSPs will find these abolished, but they will be able to withdraw current savings without paying tax. Everyone will be affected by the increase in the sales tax of 10 percent next January, and those who use alcohol and cigarettes will pay more as well. Academic staff who drive cars will be paying two cents more on the litre after Labor Day.

Those on pension will find their payments from the federal government no longer completely indexed. Indexing will only apply if inflation is 3 percent or more and then only to the part above 3 percent. Thus all pensions except the guaranteed supplement for the poor will decline in value year by year. The same will be true of family allowances. The money saved on pensions will not be redirected to improving the pensions at the bottom end

of the scale. On the other hand the Minister announced progressive increases to 1990 in the ceiling for RRSPs. These will be: \$7,500 in 1986, rising to \$15,500 in 1990. In addition the minimum age rule has been lowered in order to facilitate early retirement and to keep the package legal in terms of the Charter of Rights. There will be a broader definition of disability which allow more taxpayers to claim under this section.

#### Unisex pensions

Major changes in pensions were also announced. Most of these will only directly affect those covered by the federal Pension Benefits Standards Act. Only private will be directly covered, although the government clearly hopes that its reforms will be picked up by the provinces. Saskatchewan and Manitoba have already moved in this direction.

These changes include full vesting and locking in after two years, increased portability, larger coverage including some part-time workers, mandatory survivor's benefits, and arrangements to facilitate early retirement. One major change, long recommended by CAUT, was the introduction of equal monthly pension payouts for men and women. Carriers can do this either by introducing unisex actuarial tables or by increasing payouts to women. This too applies only to corporations in the federal sector.

The Minister did not, as was widely rumored, revive the ill-fated attempt of Allan MacEachen to remove the health and dental exemptions under the act.

#### Vague on R&D

The Minister stated that research and development remained a top priority of the government. He announced the end of the current tax-credit boondoggle which has cost the treasury at least \$1 billion. Instead he instituted a tax credit for small companies. There was no mention of the university research sector either in the speech or the budget papers, other than some vague references to harmonized policy. The government has been preparing a statement on university research, but it seems unlikely that this will appear before September.

Tax changes were announced to assist visual artists in relation to the write-off in in-

ventories and the making of donations to galleries. In addition there will be a special task force to encourage private sector support of the arts. On a related note the rules will be altered to make it easier to give property to charitable organizations. This may help university fund-raising campaigns.

There is no change to the UIC although yet another committee will study it. This means that neither academic staff nor the universities will face increased payments this year.

There were many rumors before the budget that Manpower and Immigration Minister Flora MacDonald's training programs were in trouble. However, the Finance Minister announced that funding would be continued at the same level of \$900 million in 1986/87. Few of these programs affect the university sector.

#### Two main thrusts

The two main thrusts of the budget were to decrease moderately the deficit and to stimulate the private sector. The actual deficit was cut by slightly over \$2 billion. Another \$2 billion had been cut in the November "financial statement", for a total for the year of about \$4 billion.

Most of the cuts in the budget did not directly affect the university community. These included increased charges for Via Rail in Central Canada, closure of the two heavy-water plants in Cape Breton, reductions in agriculture and aid, elimination of 15,000 jobs in the civil service by 1990, reduction of industrial subsidies, and the like.

#### Three areas touched

Three areas were singled out by the Nielsen Task Force where there has been collaboration between the federal government and the universities. The first was the decision to phase out the research and development work associated with the CANDU reactor, although the Minister was careful to say that the health and safety work of Atomic Energy of Canada would be maintained.

Secondly the Science Council was told to redirect its efforts towards matters related to the federal government's management and investment responsibilities in science and technology, and to do this with significantly fewer resources. This was perhaps more of a slap at the na-

tionalists than the scientists at the Science Council. James Gillies had protested that both the Science Council and the Economic Council of Canada would go, but there was no mention of the Economic Council which has been a friend of the universities in recent years.

The third department was Statistics Canada: There was a rather enigmatic reference to further study, which seems directed at reducing the demands of Statistics Canada for information and increasing user-fees. User fees for researchers, if that were one of the trends in mind, could be a very serious matter.

#### Protests heeded

It should be remembered, however, that the November statement included serious cuts in the environmental science and toxicology budgets of the Department of the Environment, and in the Ministry of State for Science and Technology. CAUT and many others protested these cuts. It would appear that the vigor of that protest, and the evidence of the polls that Canadians were quite hostile to environmental cuts, persuaded the government to ease off its attack on this sector, although it does not appear to have restored any of the funds.

The Nielsen Task Force will, of course, continue, and many observers expect that all of the details of budgetary and departmental cuts will only trickle out over the next few months. See, for instance, the attack by External Affairs on various academic budgets, which is detailed in "Lobbyist's Notebook" in this issue, but not mentioned in the budget. However, the successful resistance to cuts in native programs recommended by the Task Force, suggests that effective lobbying can have an impact.

#### Incorporated professors?

To stimulate the private sector, the Minister announced a lifetime exemption of \$500,000 on capital gains over and above the present exemption for a principal residence. This will be phased in over six years. It is clearly intended to encourage transfer of money to stocks and other investments and to raise capital for research and development.

When this is combined with the tax credit for small research and development companies, some professors may find it more attractive to create their own companies. In addition, pension funds are

given a greater ability to invest in small corporations.

The Minister tabled a paper which suggested that Corporation tax could be reduced by 7 percent without cost to the government, if it were combined with the elimination of subsidies and grants to business. There will be a tax credit for investors in the Solidarity Fund of the Quebec Federation of Labor, and for any analogous funds created in other provinces, which receive provincial tax breaks. On the other hand the surtax will apply to large corporations, and there will be a special tax on the profits of large banks and trust companies.

#### Procedural changes

Finally, the Minister announced some changes in the budget process itself. He announced that a detailed tax expenditure account would be tabled shortly — a request made by the CAUT and others. He also said the budget would henceforward be on a fixed annual date. This is a welcome change from the rather casual attitude in recent years. There will also be legislation on the various and welcome changes that Minister of National Revenue Beatty has announced in terms of the procedures and powers of the department.

In summary it is clear that the Minister tried to craft a budget which would not be an easy target by balancing virtually all the negative aspects with some positive proposals.

#### Opposition opposes

The opposition parties charged that the budget was not fair in that it placed the burden on the shoulders of ordinary Canadians, and only put token demands on the rich and on the business community. They pointed to the gasoline tax as a case in point, where all Canadians would be taxed because of the giveaway to the multinational oil companies in the Western Accord.

They argued that there was a significant attack on social programs by de-indexing pensions and family allowances, and by attacking the transfers for social programs. Both the Liberals and the NDP argued that the budget constituted a massive tax increase which would decelerate the economy rather than stimulate job creation. On budget night they estimated that the average Canadian would be paying \$1,000 more in federal taxes, as a consequence of the

November statement and the May budget.

#### Right or wrong?

This does remain one of the significant differences in Canadian politics: The government believes that cutting the deficit will by itself revive business confidence, increase investment, and lower interest rates. This in turn will create more jobs and allow for more taxation revenue to pay for social programs.

The opposite point of view was put this week in the 1985 edition of "How Ottawa Spends", published by Carleton University's School of Administration. It suggests that high interest rates are caused by American policy, and by the decision of the Bank of Canada to support the Canadian dollar. It argues that cutting the deficit will not change these factors and will probably increase unemployment, thus further reducing revenues. The next few years should reveal who is correct.

CAUT has prepared a much more detailed analysis which has been sent to each faculty association and is available in the local association office.

**'Hello!  
Bonjour!  
Guten tag!  
...this is  
CAUT'**



Rita Schmidt has been "the trilingual voice of CAUT" since joining the staff as receptionist 3 1/2 years ago. She added flawless French and English to her native German after coming to Canada as a child.



# WOMEN/rom 7

notes with considerable interest that the University Senate has approved implementation of a scheme for extra appointments for highly qualified women.

In *Some Questions of Balance*, a report on Canadian studies prepared for AUCC by Thomas Symons and James Page (1984), the authors felt compelled to include a special chapter on the situation of women in Canadian academe.

This chapter illustrates the current under-representation referred to above. For example: "Women represent 15.5 percent of the full-time teaching faculty at Canadian

universities, a gain of only 4 percent from 1983-89, yet in 1981 women earned 50 percent of the undergraduate degrees, 40 percent of the master's degrees and 25 percent of the doctorates awarded in Canada."

And, "In Canada only 5 percent of full professors are female but 40 percent of lecturers and instructors are female."

Growing out of the recommendations of this report is a joint CAUT/AUCC committee on the status of women which met recently and considered proposals for improved data collection and reporting, for a more accurate

assessment of women's participation.

## Sexual harassment

The committee stays informed of reported incidents of sexual harassment of women on university campuses. This also serves as an on-going check on the adequacy of the relevant CAUT guidelines.

Perhaps it is fitting to end this article with a quotation from Walter Block, head economist of the Fraser Institute and advisor to the British Columbia government. You are aware of that government's retrogressive position with respect to universities in the

province and, given that context, you may not find his words surprising:

"Many actions taken against women are not, strictly speaking, coercive. Consider the sexual harassment which continually occurs between a secretary and boss. Although to many people, and especially those in the women's movement, there is no real difference between the type of harassment and that which occurs on public streets, the fact is that the pinching the secretary receives from her employer, while objectionable to many women,

is not a coercive action. It is rather part of a package deal in which the secretary agrees to all aspects of the job when she agrees to accept the job, and especially when she agrees to keep

the job. The office is, after all, private property.

*Defending the Undefendable*  
It is clear that for this CAUT committee much work remains to be done.

**PRACTICAL HANDBOOK OF QUEBEC AND ACADIAN FRENCH** (Manuel pratique des français québécois et acadiens). Sinclair Robinson and Donald Smith, Anansi, Toronto, 1984. Written by the authors of "Practical Handbook of Canadian French," this volume acquaints English speakers with the vocabulary, expressions, grammar, and pronunciation of French as it is spoken and written in North America. Both authors

teach at Carleton University, Ottawa.

**THE DOUBLE GHETTO**, Pat and Hugh Armstrong, McClelland and Stewart, Toronto, 1982. The sociologists Armstrong argue that "when a woman isn't employed full-time as a housewife she is usually confined to fulfilling a housewife or handmaiden function in business or industry." The authors teach at Vanier College, Montreal.

## BUDGET de la page 1

transfert destiné à l'enseignement postsecondaire.

### Le Président de l'ACPU est fort dépit

Le Président de l'ACPU, le Pr E. O. Anderson, a réagi vivement à cette décision: "L'enseignement postsecondaire et les programmes sociaux figurent bien haut dans les coupures du budget fédéral, a-t-il dit. La réduction de deux milliards dans les paiements de transfert fédéraux annoncée par M. Wilson ajoute aux inquiétudes touchant l'avenir du développement social et éducatif au Canada."

Tout cela ne fait que souligner l'importance de la loi modèle proposée par l'ACPU et adoptée par le Conseil en 1984, loi qui stabiliserait de façon rationnelle le financement fédéral-provincial. Il est clair que n'importe quel parti au pouvoir à Ottawa considérerait les transferts comme une cible fiscale tant que les provinces affirmeront que ces fonds constituent simplement un don conditionnel. Le ton va être plus poli dans le cas des Conservateurs, mais les résultats seront les mêmes.

### Chacun est touché

Les professeurs, comme tous les autres contribuables canadiens, sont atteints par les augmentations directes et indirectes des impôts. Chacun paiera plus à cause du changement apporté à l'indexation de l'impôt sur le revenu. La majorité devront payer la surtaxe sur les revenus de plus de \$40,000.

Ceux qui ont des enfants perdront des exemptions et ceux qui ont un REEL constateront qu'il est aboli, mais ils pourront retirer leur épargne actuelle sans payer d'impôt. Chacun sera visé par l'augmentation de la taxe de vente de 1 pour cent en janvier prochain. Ceux qui comment des spiritueux et qui fument la cigarette paieront davantage également. Les professeurs qui utilisent une voiture paieront deux cents de plus le litre après la Fête du Travail.

Les pensionnés verront que leur pension du gouvernement fédéral n'est plus complètement indexée. L'indexation ne jouera que si l'inflation est de 3 pour cent et plus et ne s'appliquera qu'à la partie dépassant 3 pour cent. C'est ainsi que toutes les pensions, sauf le supplément garanti versé aux pauvres, baisseront d'année en année. Il en sera de même des allocations familiales. L'argent

économisé sur les pensions ne sera pas affecté à améliorer les pensions de ceux qui sont au bas de l'échelle.

Le ministre, d'autre part, a annoncé des augmentations progressives d'ici à 1990 du plafond des REER. Il sera de \$7,500 en 1986 et passera à \$15,500 en 1990. En outre, la règle de l'âge minimum disparaîtra afin de faciliter la retraite hâtive et de garder les choses légales par rapport à la Charte des droits. La définition d'invalidité qui permet au contribuable des déductions en vertu de cet article va être élargie.

### Pensions unisexes

De grandes modifications ont aussi été annoncées quant aux pensions. La plupart ne toucheront directement que les personnes visées par la loi sur les normes des prestations de pension. Seuls les professeurs des collèges militaires seront visés directement, mais le gouvernement espère bien que ses réformes seront adoptées par les provinces. La Saskatchewan et la Manitoba ont déjà agi dans ce sens.

Les modifications comprennent: pleine attribution et blocage après deux ans, transférabilité accrue, couverture plus grande comprenant certains travailleurs à temps partiel, prestations réversibles obligatoires et dispositions destinées à faciliter la retraite hâtive. L'introduction de pensions mensuelles égales pour les hommes et les femmes constitue une importante modification depuis longtemps préconisée par l'ACPU. Les assureurs peuvent y pourvoir en adoptant des tables actuarielles unisexes ou en augmentant les sommes payées aux femmes. Cette modification ne s'applique également qu'aux sociétés du secteur fédéral.

Le ministre n'a pas supprimé, comme le bruit en courait beaucoup, les exemptions d'ordre sanitaire et dentaire autorisées par la loi et Allan MacEachen avait malencontreusement cherché à rayer.

### La R et D: rien de précis

Le ministre a dit que la recherche et de développement demeurent une haute priorité du gouvernement. Il a annoncé la fin du crédit d'impôt actuel qui a coûté au Trésor au moins un milliard. Il a plutôt institué un crédit d'impôt au bénéfice des petites sociétés. Il n'a pas été question de la recherche universitaire dans le discours ni dans les documents budgétaires, sauf quelques

vagues allusions à une politique harmonisée. Le gouvernement est à élaborer une déclaration sur la recherche universitaire, mais il semble improbable qu'elle paraisse avant septembre.

Il a été annoncé des modifications fiscales destinées à aider les artistes visuels quant à l'amortissement de leurs stocks et pour ce de leurs dons aux galeries. En outre, il sera établi un groupe d'étude spécial aux fins d'encourager le secteur privé à soutenir les arts. Les règles vont changer afin de permettre plus facilement de donner des biens à des oeuvres de charité. Cela aidera peut-être les campagnes financières universitaires.

L'assurance-chômage ne change pas, mais un autre comilé va l'étudier. Cela signifie que ni les professeurs ni les universités ne vont avoir à payer plus cher cette année.

Le bruit a beaucoup couru avant le budget que les programmes de formation du ministre de la Main-d'oeuvre et de l'Immigration, Flora MacDonald, étaient menacés. Le ministre des Finances, cependant, a annoncé que le financement se continuerait au même niveau de 900 millions en 1986-87. Il y a peu de ses programmes qui concernent le secteur universitaire.

### Deux principaux objectifs

Les deux principaux objectifs du budget étaient de diminuer modérément le déficit et de stimuler le secteur privé. Le déficit a été réduit d'un peu plus de deux milliards. Deux autres milliards avaient été rognés dans "l'exposé économique et financier" de novembre, ce qui fait un total d'environ 4 milliards pour l'année.

La plupart des coupures du budget ne concernaient pas directement la collectivité universitaire. Elles comprenaient des frais accrus quant à Via Rail dans la Canada central, la fermeture de deux usines d'eau lourde au Cap-Breton, des réductions relatives à l'agriculture et à l'aide, l'élimination de 15,000 emplois de la Fonction publique d'ici 1990, la réduction des subventions industrielles et autres choses du même genre.

### Trois domaines touchés

Le Groupe d'Etude Nielsen a choisi trois domaines où il y a collaboration entre le gouvernement fédéral et les universités. Dans le premier cas, il s'agit de la décision d'éliminer les travaux de

recherche et de développement liés au réacteur CANDU, mais le ministre a soigné de dire que les travaux d'ordre sanitaire et sécuritaire de l'Energie atomique du Canada seraient maintenus.

En second lieu, il a été dit au Conseil des sciences d'orienter son action vers des questions connexes aux responsabilités de gestion et d'investissement du gouvernement fédéral dans le domaine des sciences et de la technologie et de le faire avec beaucoup moins de ressources. La chose constitue peut-être plus une gifle aux nationalistes qu'aux scientifiques du Conseil des sciences. M. James Gillies avait prédit que le Conseil des sciences et le Conseil économique du Canada disparaîtraient, mais rien n'a été dit du Conseil économique qui est l'ami des universités depuis quelques années.

Dans le troisième cas, il s'agit de Statistique Canada: le discours du ministre renfermait une allusion plutôt énigmatique à plus ample étude, ce qui semble tendre à réduire la somme de renseignements que demande Statistique Canada et à augmenter les frais exigés des utilisateurs. S'il est envisagé de faire payer des frais aux chercheurs, ce pourrait être là une affaire très sérieuse.

### Protestations entendues

Il faudrait se rappeler, cependant, que l'exposé de novembre renfermait de sérieuses coupures dans les budgets des sciences de l'environnement et de la technologie du Ministère de l'Environnement et quant au Ministère d'Etat aux Sciences et à la Technologie. L'ACPU et beaucoup d'autres voix ont protesté contre ces coupures. Il semble que la vigueur de ces protestations et la forte opposition des Canadiens, d'après des enquêtes d'opinion, aux coupures en ce qui concerne l'environnement ont convaincu le gouvernement d'adopter son attaque contre ce secteur, mais il ne semble pas cependant, qu'il ait rétabli quoi que ce soit des fonds.

Le Groupe Nielsen va, bien entendu, continuer son action. Beaucoup d'observateurs s'attendent à ce que tous les détails des coupures budgétaires et ministérielles ne s'apprennent que peu à peu au cours des prochains mois. Voyez, par exemple, l'attaque des Affaires extérieures contre les budgets d'ordre universitaire dont le détail est présenté dans "Le carnet du lobbyiste" du présent

numéro, mais dont il n'est pas question dans le budget. Cependant, le fait que la résistance aux coupures des programmes autochtones proposés par le Groupe ait été fructueuse indique qu'un bon lobbying peut donner des résultats.

### Professeurs constitués en sociétés?

Afin de stimuler le secteur privé, le ministre a annoncé une exemption à vie de \$500,000 des gains de capital en plus de l'exemption actuelle de la résidence principale. La chose sera introduite au cours de six années. Elle vise manifestement à encourager le transfert de fonds dans des actions et autres placements et à assurer des fonds à la recherche et au développement.

Si l'exemption est combinée avec le crédit d'impôt relatif aux petites sociétés de recherche et de développement, certains professeurs trouveront peut-être plus intéressant de créer leur propre société. En outre, il est davantage permis aux caisses de retraite d'investir dans des petites sociétés.

Le ministre a déposé un document selon lequel l'impôt sur les sociétés pourrait diminuer de 7 pour cent sans perte pour le gouvernement si cela est combiné avec l'élimination de subventions et d'allocations aux entreprises. Un crédit d'impôt ira à ceux qui investissent dans le Fonds de solidarité de la Fédération du travail du Québec et en ce qui concerne tous autres fonds analogues créés dans d'autres provinces et qui bénéficient de concessions fiscales provinciales. D'autre part, la surtaxe va s'appliquer aux grandes sociétés et une taxe spéciale frapera les bénéfices des grandes banques et des grandes sociétés de fiducie.

### Changements de procédure

Finalement, le ministre a annoncé certains changements quant au processus budgétaire même. Il a annoncé qu'un comité détaché des dépenses en concessions fiscales sera bientôt déposé — comme l'ACPU et d'autres voix l'ont demandé. Il a aussi dit que le budget sera dorénavant présenté à une date fixe. C'est là un changement réjouissant par rapport à l'attitude plutôt cavalière de ces dernières années. Une législation viendra aussi implanter les divers et réjouissants changements que le Ministre du Revenu national, M. Beatty, a annoncés pour ce qui est des manières d'agir et des pouvoirs du ministère.

En résumé, il saute aux yeux que le ministre a cherché

à confectionner un budget auquel on ne pourrait pas s'en prendre facilement en comparant, pensant pour ainsi dire, tous les éléments négatifs par quelques propositions positives.

### L'opposition parle contre

Les partis d'opposition ont affirmé que le budget n'était pas juste en ce qu'il mettait le fardeau sur les épaules des Canadiens ordinaires et n'exigeait qu'une contribution symbolique des riches et du monde des affaires. Ils ont cité comme exemple la taxe sur l'essence que tous les Canadiens devaient payer à cause du don fait aux sociétés pétrolières multinationales dans l'Accord de l'OPEP.

Ils ont soutenu que la désindexation des pensions et des allocations familiales et le coup porté aux transferts destinés aux programmes sociaux constituait un attaque de taille contre ces derniers. Les Libéraux et le N.P.D. ont soutenu que le budget constituait une majoration massive des impôts qui va provoquer un ralentissement de l'économie au lieu de stimuler la création d'emplois. Le loir du budget, ils ont estimé que le Canadien moyen paierait \$1,000 de plus en impôts fédéraux par suite de l'exposé de novembre et du budget de mai.

### Juste ou faux?

Tout cela constitue toujours une des différences marquantes de la vie politique canadienne. Le gouvernement croit que la réduction du déficit redonnera par elle-même confiance aux entreprises, augmentera les investissements et abaissera les taux d'intérêt, ce qui créera plus d'emplois et permettra à plus de recettes fiscales de payer les programmes sociaux.

Le point de vue opposé a été exposé cette semaine dans le numéro de 1985 d'*How Ottawa Spends* que publie l'Ecole d'administration de l'Université Carleton. Only dit que les taux d'intérêt élevés dépendent de la politique américaine et de la décision de la Banque du Canada de soutenir le dollar canadien. On y soutient que la réduction du déficit n'y changera rien et augmentera probablement le chômage, ce qui réduira davantage les recettes. On devrait bien voir au cours des prochaines années qui a raison.

L'ACPU a établi une analyse beaucoup plus détaillée qui a été envoyée à chaque association de professeurs et qu'on peut se procurer au bureau de chacune.



**COUNCIL from page 1**

would immediately review their pension plans and early retirement arrangements to ensure that these were just and provided reasonable arrangements to allow academic staff to retire in dignity.

**Status of women**

The Council passed a major statement on Positive Action to Improve the Status of Women Academics in Canadian Universities. This statement reviewed continuing problems within the university system faced by women academics and suggested a series of steps that universities should take.

Among these are a review of all employment-related questions affecting women, to ensure that local standards are reasonable in such matters as maternity leave, sexual harassment procedures, pensions arrangements, day care, and others. It suggests reform of appointment procedures so that complaints can be heard through the grievance and arbitration procedure. It recommends an incentive scheme to improve the number of women academics in the university.

The Council also adopted new guidelines on parental leave and changed the constitutional position of the Status of Women Committee to that of a permanent standing committee of the Council. The major effect of that change is to make the person

chairing the committee an ex-officio member of the Board of Directors and of the Council.

**Trouble in B.C.**

The delegation from the University of British Columbia outlined the situation at that university and suggested that there was a distinct possibility of large-scale layoffs. The President outlined to the Council a series of possible options for CAUT, if such a crisis materialized. She also noted that a previous Council had authorized a British Columbia Defence Fund and that it might well be necessary to activate this in the near future.

**The Johnson Report**

The Council reviewed the report of Dr. A.W. Johnson on the question of federal transfers to the provinces for postsecondary education. Over \$2 billion in cash and about the same sum in tax points is at stake in the current negotiations between Ottawa and the provinces.

The Council authorized direct discussions with the Secretary of State and the Council of Ministers of Education on the Johnson Report, in the light of the detailed proposals adopted by the Council in this area last year. The Council also authorized a meeting of the CAUT officers with the provincial associations within CAUT, to discuss a common strategy in dealing with the Council of Ministers of

Education on this question.

**Atlantic Institute**

The Council criticized the Nova Scotia government and the Maritime Provinces Higher Education Commission for the manner in which the closure of the Atlantic Institute of Education was handled. This arose from a report on the situation written by Prof. Bob Rodger of Dalhousie University and Prof. Marie-Andrée Bertrand of the Université de Montréal.

**Lobbying plan**

There was an interim report on the problem of student fees and student aid, and the Executive Secretary gave an overview of the situation in regard to foreign students. It was agreed that CAUT should make an official response to the Bovey Commission in consultation with OCUFA.

Council decided that CAUT should officially recognize and participate in National Universities Week which will take place this fall.

Finally, Council reviewed the lobbying activities of the past year and struck a series of priorities for the coming year. The main ones are: federal/provincial financing of universities, research funding, student aid and student fees, actions to improve the status of women, actions pertaining to the Charter of Rights, mandatory retirement and pension issues, and reform of the taxation arrangements pertaining to

professors.

**Star Wars research**

The Council also opposed any reordering of research funding priorities by the federal government in the direction of the Star Wars program. The Secretary of State and MPs from all three parties attended a reception given by CAUT.

The Council approved a proposed guideline from the Academic Freedom and Tenure Committee to deal with the situation that occurs when an academic is charged or convicted of a criminal offence.

It reviewed the censures in place at Memorial University and the University of Calgary and made no changes. It amended its guidelines on part-time and limited-term appointments. It agreed to work with the Canadian Library Association and the Canadian periodical and book publishers against the censorship of works of literature.

It heard that the Board of Directors had decided to reprint and to distribute to all members a new edition of the *CAUT Handbook*, and a new edition of *The Teaching Dossier* which is designed to assist faculty members in presenting evidence in regard to their teaching ability.

**Challenges ahead**

The Treasurer reported a modest surplus. The Board recommended that the mill rate for fees remain unchanged.

**La "Guerre des étoiles"**

Le Conseil s'est aussi opposé à ce que le gouvernement fédéral remanie les priorités de financement de la recherche au profit du programme de la Guerre des étoiles. Le Secrétaire d'Etat et des membres des trois partis ont pris part à une réception donnée par l'ACPU.

Le Conseil a approuvé un projet de directive du Comité de la liberté universitaire et de la permanence de l'emploi destinée à pourvoir à la situation qui se produit quand un professeur est accusé ou déclaré coupable d'un acte criminel.

Il a examiné la censure dont sont frappées l'Université Memorial et l'Université de Calgary et n'y a apporté aucun changement. Il a modifié ses directives concernant les nominations à temps partiel et à terme. Il est convenu de lutter de concert avec la Canadian Library Association et les éditeurs canadiens de périodiques et de livres contre la censure des œuvres littéraires.

Il a appris que le Bureau de direction avait décidé d'imprimer et de distribuer à tous les membres une nouvelle édition du *Guide de l'ACPU* et une nouvelle édition du *Teaching Dossier* qui est destiné à aider les professeurs à présenter la preuve de leur aptitude à enseigner.

**Défis futurs**

Le Trésorier a indiqué que nous avions un léger surplus. Le Bureau de direction a proposé que le taux de cotisation demeure inchangé quant à l'année qui vient. Cependant, le Conseil et le Bureau de direction ont reçu des rapports détaillés sur les tensions aux-

ed for the coming year. However, the Council and Board of Directors received detailed reports on the current strains in the central CAUT office. Rent next year will double and space is inadequate. As a consequence the Board is recommending that CAUT move out of the central core of Ottawa in order to purchase or build a building which would in the long term cost less than continuing to rent.

The Board and Council are

also considering whether or not to encourage growth in the area of lobbying. As a consequence, the Board gave notice of a motion to the 1986 Council for a discussion of a possible fee increase for 1986/87.

**...and a tribute**

The Council paid tribute to Prof. Sarah Shorten of the University of Western Ontario who held the presidency for the previous two years. She was the first president to be elected to a second term since the 1950s.

**IN/PRINTS**

Books received by The Bulletin. Unless otherwise noted, information was supplied by the publisher. Some books may be reviewed later.

**HOW TO BE A FREELANCE WRITER**, David Martindale, Bantam Books, Toronto, 1984. A guide for those who aspire to make a living by writing magazine articles. The book contains tips on interviewing, article structure, researching, and potential markets. The author has seven years' experience as a freelance writer.

**THE WRITER'S SURVIVAL MANUAL: The Complete Guide To Getting Your Book Published**, Carol Meyer, Bantam Books, Toronto, 1984 (revised). Advice on preparing a manuscript, finding an agent and/or publisher, and contract negotiations. The author is director of the Rice University Publishing Program in Houston, Texas.

**STILL BARRED FROM PRISON: Social Injustice In Canada**, Claire Culhane, Black Rose Books, Montreal, 1985. This book suggests that prisons are the way Canadians deal with the poor, minority groups, and the unemployed; and that our only hope for salvaging the prison population is by combating society's problems. The author is a member of the Prisoners' Rights Group.

**HEY, MALAREK! The True Story Of A Street Kid Who Made It**, Victor Malarek, MacMillan of Canada, Toronto, 1984. An inside story of how our child-care system can destroy children in the guise of helping them. The author tells of his harsh childhood in Montreal. He is now a senior reporter for the Globe & Mail.

**LET US RISE: An Illustrated History Of The Manitoba Labour Movement**, Doug Smith, New Star Books, Vancouver, 1985. Depicts the concerns and struggles of working people from 1881 to the present, and how they turned to politics in order to assert their rights against the establishment. Doug Smith is a producer for CBC Radio.

**CONSEIL de la page 1**

matière. Le Conseil a exprimé l'espoir que les universités examineraient immédiatement leur régime de pensions et leurs dispositions concernant la retraite hâtive pour s'assurer qu'ils sont justes et comportent des mesures raisonnables pour ce qui est de permettre aux professeurs de se retirer dans la dignité.

**Status de la femme**

Le Conseil a adopté une grande déclaration sur l'Action positive destinée à améliorer la condition des femmes professeurs dans les universités canadiennes. La déclaration examine les problèmes auxquels les femmes professeurs continuent de faire face dans l'enseignement universitaire et suggère une série de mesures que les universités pourraient adopter.

Parmi ces mesures figure en examen de toutes les questions relatives aux pratiques d'emploi et concernant les femmes pour veiller à ce que les normes locales soient raisonnables dans des matières telles que le congé de maternité, les procédures relatives au harcèlement sexuel, les dispositions connexes aux pensions, la garde de jour, et autres. La déclaration propose de réformer la procédure présidant aux nominations afin que les plaintes puissent s'entendre par le truchement de la procédure de règlement des griefs et d'arbitrage. Elle recommande d'instituer un système d'incitations afin d'augmenter le nombre de femmes professeurs dans les universités.

Le Conseil a aussi adopté de nouvelles directives au sujet du congé parental et a fait du

Comité du statut de la femme un comité permanent du Conseil. Le changement a pour effet principal de faire de la personne qui préside le comité un membre d'office du Bureau de direction et du Conseil.

**Situation déstabilisatrice en C.-B.**

La délégation de l'Université de la Colombie-Britannique a brossé le tableau de la situation qui règne à l'université et a dit qu'il est fort possible qu'il y ait de nombreuses iniques à pied. La Présidente a indiqué au Conseil une série d'options que pourrait adopter l'ACPU si les choses en venaient là. Elle a aussi dit qu'un précédent Conseil avait autorisé la création d'une Caisse de défense de la Colombie-Britannique et qu'il faudra peut-être bien donner suite à l'affaire dans le proche avenir.

**Le Rapport Johnson**

Le Conseil a examiné le rapport A.W. Johnson sur la question des transferts fédéraux aux provinces destinés à l'enseignement postsecondaire. Plus de deux milliards en argent et à peu près la même somme en points d'impôt sont en jeu dans les négociations qui ont lieu actuellement entre Ottawa et les provinces.

Le Conseil a donné autorisation d'amorcer des discussions avec le Secrétaire d'Etat et le Conseil des ministres de l'Éducation sur le Rapport Johnson à la lumière des propositions détaillées adoptées par le Conseil à cet égard l'an dernier. Le Conseil a aussi autorisé une réunion des dirigeants de l'ACPU avec les associations provinciales membres de l'ACPU au fins de discuter d'une stratégie

commune à suivre dans les rapports avec le Conseil des ministres de l'Éducation au sujet de cette question.

**L'Atlantic Institute**

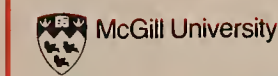
Le Conseil a critiqué le gouvernement de la Nouvelle-Écosse et la Commission de l'enseignement supérieur des provinces Maritimes pour ce qui est de la façon dont s'est fait la fermeture de l'Atlantic Institute of Education. Cette critique a découlé d'un rapport sur la situation écrit par le Pr Bob Rodger, de l'Université Dalhousie, et le Pr Marie-Andrée Bertrand, de l'Université de Montréal.

**Lobbying**

Un rapport provisoire sur le problème des frais de scolarité et de l'aide aux étudiants a été présenté. Le Secrétaire général a présenté un aperçu de la situation quant aux étudiants étrangers. Le Conseil a décidé que l'ACPU devrait répondre officiellement, de concert avec l'UAPUO, à la Commission Bovey.

Le Conseil a décidé que l'ACPU devrait reconnaître officiellement la Semaine nationale des universités qui aura lieu l'automne prochain et y participer.

Finalement, le Conseil a examiné le lobbying exercé au cours de l'année et a adopté une série de priorités pour l'année qui vient. Les principales sont: financement fédéral-provincial des universités, financement de la recherche, aide aux étudiants et frais de scolarité, actions destinées à améliorer la condition féminine, actions relatives à la Charte des droits, questions de retraite obligatoire et de pension et réforme des dispositions fiscales relatives aux professeurs.



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